

HAYES | SOLICITORS

| Gender Pay Gap Report
2024

Overview

This is the first Hayes solicitors LLP Gender Pay Gap (“GPG”) report which demonstrates our firm’s gender representation.

The report complies with our legal obligation under the GPG legislation.

The Firm

We have an overall gender breakdown in the firm of 66% females and 34% males. 45% are employed as fee earners, 19% are trainees and the remaining 36% are employed in business support functions. Our employee profile has a higher proportion of females which is reflective of the profession overall.

Senior Leadership in the Firm

Amongst our equity partners, our gender breakdown is 55% females and 45% males. Our current management committee, which runs the firm on a day-to-day basis, comprises three partners, two of which are female (66%) and one male (33%).

Objective

Our aim is to have a balanced and diverse firm. As an equal opportunities employer, career progression is supported across the firm, whilst facilitating diversity and inclusivity. We have a proven path for all solicitors to reach senior leadership level, irrespective of gender.

Gender Pay Gap Report

The Gender Pay Gap Information Act 2021 and the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 introduced the legislative basis for GPG reporting in Ireland. The Regulations require certain organisations to report on their gender pay gap based on a snapshot date in June 2024. *The chosen snapshot date for our report is 25 June 2024.*

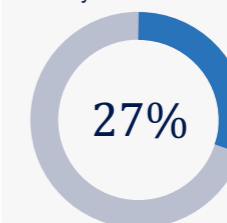
The GPG measures the difference between pay and bonus for males and females, regardless of role or seniority in the firm. The gender pay gap is not the same thing as equal pay for equal work, but instead measures the difference between the gross hourly wage of males and the gross hourly wage of females across an entire firm.

Pay

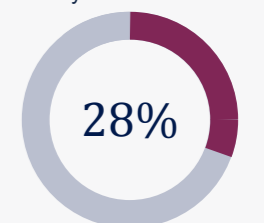
Our report identifies that we employ a higher percentage of females in the firm, similar to other firms in the legal profession. A significant number of our female staff are in business support, whereas our partner group has a higher proportion of males. Our part-time employees are all female; therefore, a differential does not apply.

HOURLY RATE FULL-TIME EMPLOYEES

Difference in mean hourly rate



Difference in median hourly rate



HOURLY RATE PART-TIME EMPLOYEES

Difference in mean hourly rate

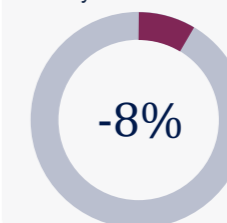


Difference in median hourly rate

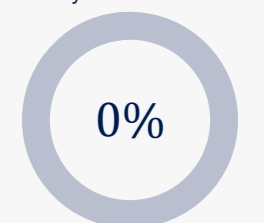


HOURLY RATE TEMPORARY EMPLOYEES

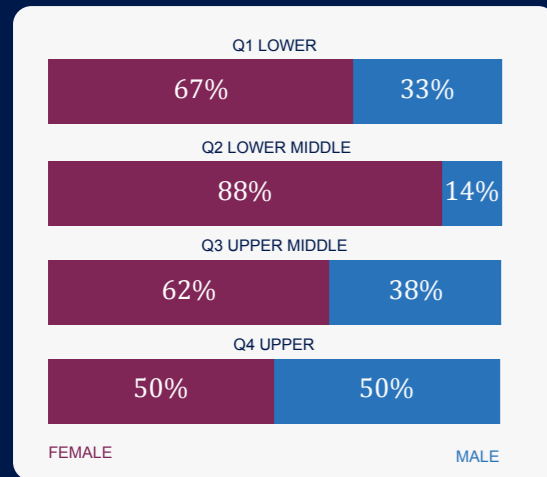
Difference in mean hourly rate



Difference in median hourly rate

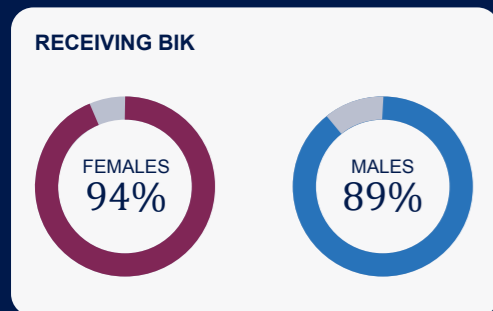


QUARTILES



BENEFITS IN KIND (BIK)

Benefits in Kind are available to all employees equally.

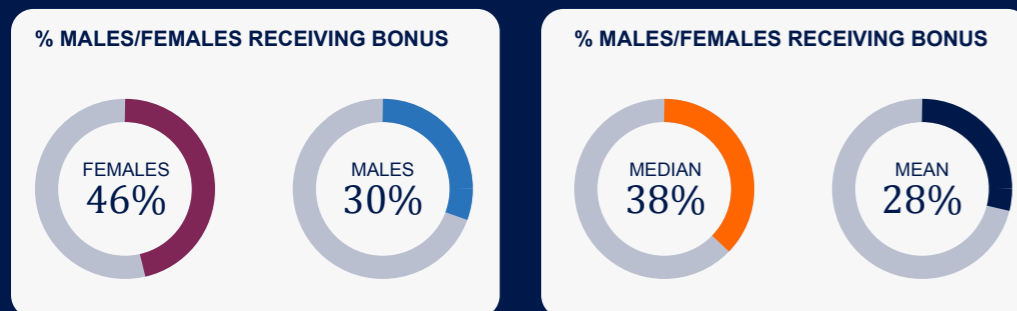


Bonus

There are different bonus structures within the firm, depending on role and seniority.

Bonuses are generally based on overall performance and contribution to the firm.

These bonus statistics are reflective of bonuses paid in the statutory reference period and do not capture all bonuses paid within the firm's financial year.



Initiatives and commitments

- **Promoting gender balance and diversity across the firm.** We currently hire the best candidates for positions, irrespective of their gender.
- **Inclusive initiatives and policies** to ensure that promotion and progression is based on objective, inclusive and gender neutral criteria. Our competency framework supports this goal.
- **Flexible and family-based leave and work patterns** are available in the firm.
- On-going **mentorship** within the firm.
- To continue to **invest time and resources** to understand and address the external and internal factors contributing to the GPG.

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