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Gender Pay Gap Report
2026

OVERVIEW

This is the third 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 63% females and 37% males. 48% are employed as fee earners, 13% are trainees and the remaining 39% are employed in support functions. Our employee profile has a higher proportion of females which is reflective of the profession overall.

Between 2025 and 2026, the firm's overall gender pay position remained relatively stable, showing a slight increase due to headcount adjustments. However, we achieved a significant reduction in both the mean and media bonus gaps as a result of strategic planning. While the overall pay gap increased slightly due to temporary baseline shifts, our bonus improvements reflect positive movement towards greater gender pay balance across the firm.

Senior Leadership in the Firm

Among our Equity Partners, our gender breakdown is 50% females and 50% males.

Objective

Our aim is to have a balanced and diverse firm. As an equal opportunity employer, career progression is supported across the firm, while facilitating diversity and inclusivity. We have a proven path for all solicitors to reach senior leadership level, irrespective of gender. Maintaining equity in pay progression and bonus access will be important to us in sustaining long-term gender balance.

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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* establish the legislative basis for GPG reporting in Ireland. These Regulations require certain organisations to report on their gender pay gap based on a snapshot date in June 2026.

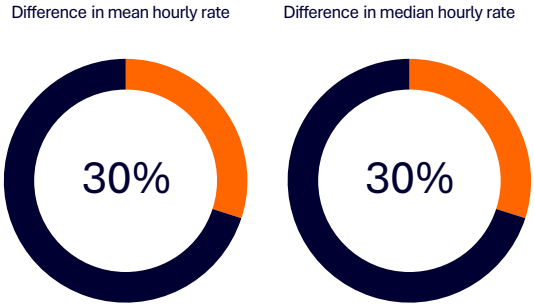
The chosen snapshot date for our report is 25 June 2026.

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.

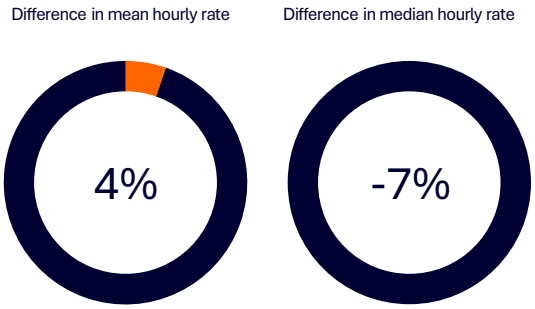
Our 2026 mean and median hourly rates increased slightly compared to 2025 due to a temporary baseline shift from headcount adjustments.

Additionally, our administrative team is entirely female, creating an 89% female concentration within our lower middle quartile (Q2). Because administrative roles carry different benchmarks that legal tracks, this structural distribution heavily weights our average pay gap. Ultimately, these temporary impacts reflect our recent headcount changes and industry-wide role patterns rather than an issue of unequal pay.

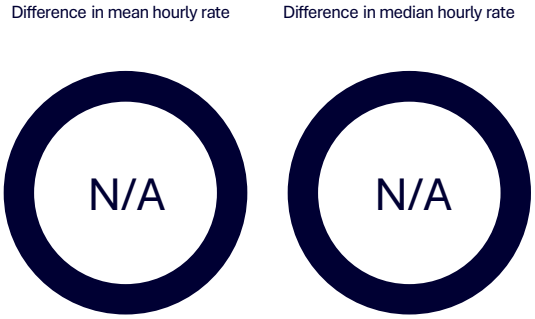
HOURLY RATE FULL-TIME EMPLOYEES



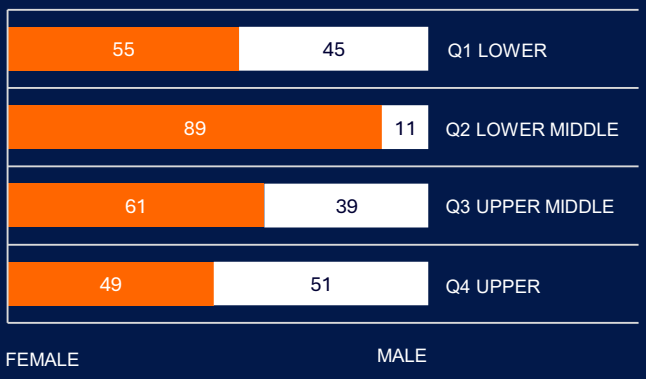
HOURLY RATE TEMPORARY EMPLOYEES



HOURLY RATE PART-TIME EMPLOYEES



QUARTILES



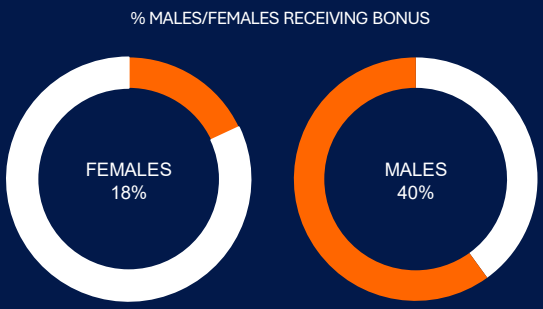
BENEFITS IN KIND (BIK)

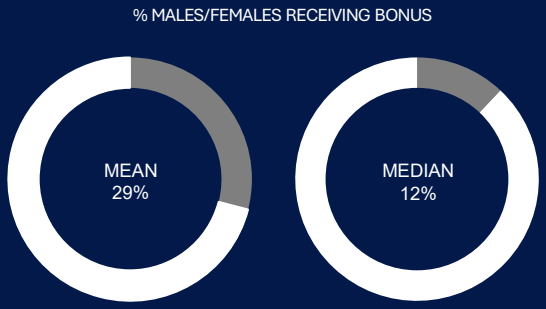
Benefits in Kind are available to all employees equally.
A larger proportion of females receive BIK.



BONUS

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





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INITIATIVES AND COMMITMENTS

Clear and Fair Reward: Keep our annual pay and reviews straightforward, consistent, and fair across every team in the firm.

Career Development: Support clear development steps for both our legal and support teams.

Supportive Family & Flexible Working: Maintain practical, flexible working arrangements and smooth return-to-work support for colleagues taking maternity, paternity, or adoptive leave.

Mentorship across the firm: Continue growing our internal mentorship and peer-support networks so everyone across legal and business operations feels supported in their career.

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Lavery House, Earlsfort Terrace, Dublin D02 T625, Ireland

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