

2025

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Introduction

As required under the Gender Pay Gap Information Act 2021 and the Employment Equality Acts 1998 (section 20A) (Gender Pay Gap Information) (Amendment) Regulations 2024, this report presents our gender pay gap data for 2025.

2025 is the first year that the IFI is required to report on our Gender Pay Gap.

The snapshot date for this data is 30th June 2025. The reporting period covers the 12 months prior, running from 30th June 2024 to 30th June 2025.

This report includes data for 77 employees as of the snapshot date, which is comprised of 57% (44) men and 43% (33) women.

Introduction

For the purposes of this report, ordinary pay is calculated on an hourly basis and includes: the normal salary paid to the employee, any allowances, any overtime payments, pay for sick leave, any salary top-ups for statutory leave like maternity leave/paternity leave/parent's leave/adoptive leave and pay for gardening leave. Allowances includes payments for additional duties related to location and, for the recruitment or retention of an employee.

A part-time worker is taken as someone who works less hours than a comparable full-time worker doing the same type of work. All employees on casual contracts have been included as part-time workers. A temporary worker is taken as an employee whose contract lasts until a certain condition is met i.e. reaching a specified date, finishing a specific task or the completion of a specific event.

This report will be published on the IFI website and will remain publicly accessible for at least three years, in line with statutory requirements. It will also be circulated internally to all employees.

The information in this report was compiled using data from our payroll system and our HR system and was collated and analysed by HR.

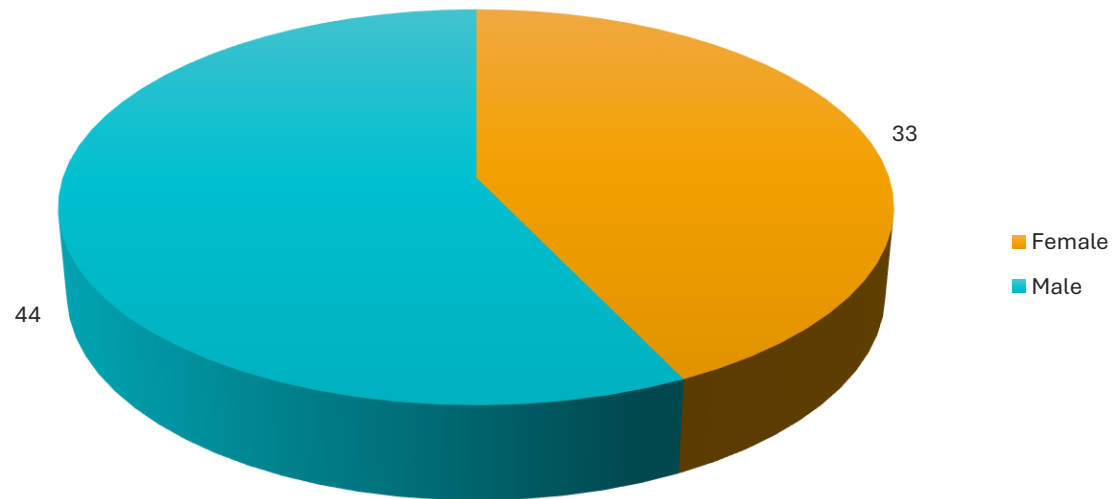
What is the Gender Pay Gap?

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. It compares the pay of all working men and women; not just those in similar jobs, with similar working pattern or with similar competencies, qualifications, or experience.

The Gender Pay Gap is different to Equal pay. The Employment Equality Acts 1998 - 2015 gives both women and men the right to equal pay for equal work, with women and men being legally entitled to be paid at the same rate for like work, work rated as equivalent, and work of equal value.

Gender Pay Gap Results

All Employees



This report includes data for 77 employees as of the snapshot date (30th June 2025), which is comprised of 57% men and 43% women.

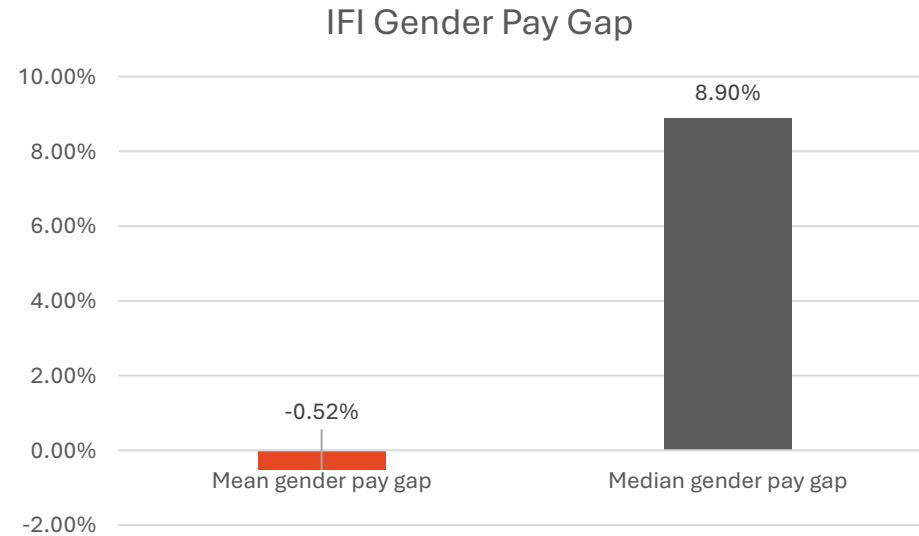
Gender Pay Gap Results

Mean Gender Pay Gap

The mean gender pay gap is the difference between the average hourly earnings of men and the average hourly earnings of women.

Median Gender Pay Gap

The median gender pay gap is based on arranging all the pay amounts in numerical order and selecting the middle amounts.

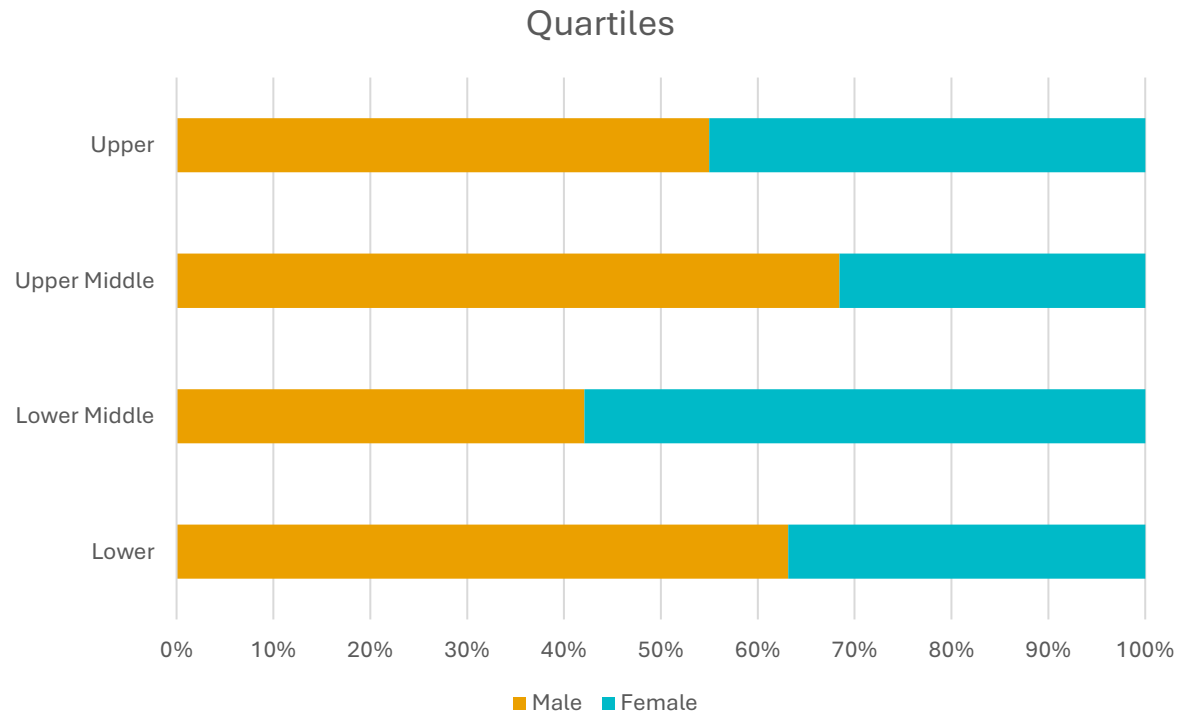


Gender Pay Gap Results

Overall Pay Gap

- **Mean pay gap:** -0.52%. This indicates that, on average, women earn slightly more than men. This is a positive sign in terms of overall pay equity.
- **Median pay gap:** 8.9%. Despite the mean being close to zero, the median shows men earn more than women by 8.9%. This discrepancy suggests that higher earners (possibly men in senior roles) are affecting the distribution.

Gender Pay Gap Results



Pay quartiles

This chart shows the gender representation in each of our pay quartiles. There are a higher portion of males in each of the quartiles, with the exception of the lower middle quartile.

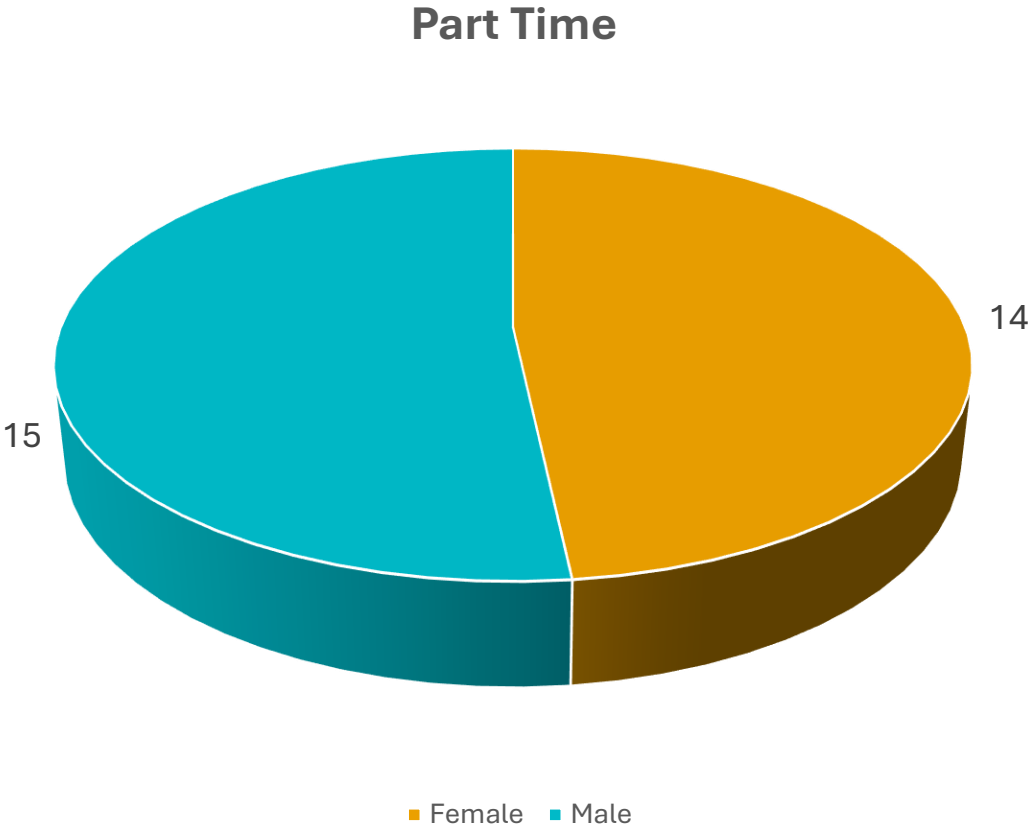
Men are concentrated in higher quartiles and the lower quartile, whilst women dominate in the lower-middle quartile which could explain why the median pay gap favors men even though the mean is close to zero.

Gender Pay Gap Results

Part Time Employees

Difference between part-time male and female employees	
Mean	Median
-3.06%	-4.69%

Women in part-time roles earn slightly more than men, both on average (mean) and at the median. This is encouraging and shows equitable pay in part-time positions.

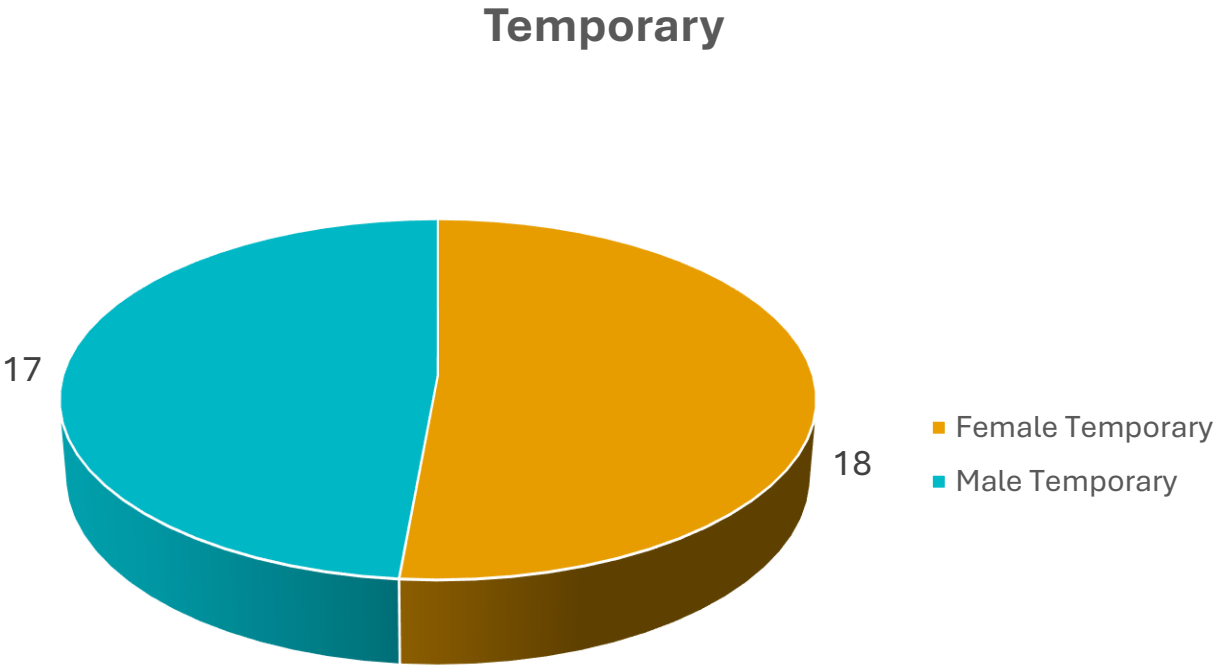


Gender Pay Gap Results

Temporary Employees

Difference between temporary male and female employees	
Mean	Median
-6.10%	-1.25%

Temporary roles again show women earning more than men on average. The median gap is smaller than with part time positions but still favors women slightly.



Gender Pay Gap Results

- No employees received bonuses during the reporting period. As a result, our bonus gender pay gap is 0%.
- The total number of employees who received benefit in kind (BIK) during the reporting period is 26.
 - 20.78% of male employees
 - 12.99% of female employees.

Gender Pay Gap Results

- Our gender pay gap analysis shows a positive overall trend towards pay equity.
- Our mean gender pay gap (-0.52%) shows that, on average, women's hourly pay is marginally higher than men's. This indicates that across the organisation, pay practices are equitable. However, our median gender pay gap (8.9%) highlights that the "typical" male employee earns more than the "typical" female employee.
- Part-time and temporary roles show women earning more than men, highlighting equitable treatment across flexible working arrangements.
- This divergence between mean and median is driven by the distribution of employees across quartiles:
 - Women are well-represented in part-time and temporary roles, where hourly pay is equitable or slightly higher than for men, helping reduce the mean gap.
 - Men are more heavily concentrated in higher-paying senior roles, which increases the median male pay relative to female pay.
 - There is almost equal representation in the upper quartile.

Gender Pay Gap Results

- The relatively small size of our workforce means that a small number of senior male roles have a noticeable effect on the data.
- Taken together, this analysis suggests that the gender pay gap in our organisation is not due to unequal pay for similar work but rather reflects representation patterns at senior levels.
- Addressing this requires continued focus on career progression pathways, leadership development, and ensuring women have equal opportunities to access the highest-paying roles.

What are we doing to address our gender pay gap?

Commitment to Flexible working

We recognise that access to flexible working arrangements is central to supporting career progression and retention, particularly for women who may experience greater barriers to advancement due to caring responsibilities. We have a strong remote work policy in place, which we have recently reviewed in line with staff feedback to ensure that all employees – regardless of gender – can balance professional and personal responsibilities without limiting opportunities for progression.

Recruitment practices

We are committed to embedding fairness and gender balance at every stage of recruitment and career development. This includes enhanced training for managers on inclusive recruitment practices, monitoring recruitment and promotion data by gender and using our new recruitment system to identify and address any disparities. Our goal is to increase women's representation in higher quartiles and senior roles, where our data indicates a gap.

What are we doing to address our gender pay gap?

Policies

We continue to introduce progressive policies that address the lived experience of women in the workplace, such as our Menopause policy and miscarriage-related bereavement leave. These initiatives ensure that our culture and policies actively support retention, progression, and equal opportunity across genders. We will continue to review policies in consultation with staff to respond to emerging needs.

Standardised Pay Structures and salary transparency.

We have established standardised salary scales across the organisation and publish salary information for all advertised roles. These measures reduce the risk of pay inequities, improve transparency and promote confidence that roles are appropriately rewarded based on skills and responsibilities, not gender. This also ensures that we are prepared for the requirements of the EU Pay Transparency Directive.

What are we doing to address our gender pay gap?

EDI Working Group

Our EDI working group, made up of staff and board members, will shortly commence and will play a key role in monitoring progress, advising on initiatives, and holding us accountable. This group will ensure that gender pay gap actions remain responsive, evidence-based, and impactful.



Thank you

Please direct any queries in relation to this report to Fiona Foley, Head of HR
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