

Gender Pay Gap 2025

Broadridge Ireland Ltd



Gender Pay Gap 2025

Snapshot Date

Snapshot Date	30 th June 2025
Reporting period - from:	1 st July 2024
Reporting period - to:	30 th June 2025

Headcount

Headcount	Full-time employees	Part-time employees	Total employees	of whom are temporary
Male	119	0	119	2
Female	62	4	66	0
Other	0	0	0	0

Gender Pay Gap in Hourly Remuneration

	Mean	Median
All Employees	11.46%	17.07 %
Part Time Employees*		
Temporary Workers**		

*There are no male employees working part time in our organisation, as a result a gender pay gap analysis for part time employees cannot be conducted.

**There are no female temporary workers within our organisation, as a result a gender pay gap analysis for temporary workers cannot be conducted.

Gender Pay Gap in Bonus Remuneration

	Mean	Median
Bonus	13.95%	23.38%

	Male	Female
% in receipt of a Bonus	96.64%	93.94%
% in receipt of a Benefit in Kind	83.19%	78.79%

Pay Quartiles

	Male	Female
Lower Quartile	45.65%	54.35%
Lower Middle Quartile	63.04%	36.96%
Upper Middle Quartile	82.61%	17.39%
Upper Quartile	67.39%	32.61%

Gender Pay Gap Statement

Reasons for the difference to remuneration relating to gender

Given the prevalence of male hires into technology roles there is a structural imbalance in the workforce with far more men in the upper quartile pay band than women. This skews our gender pay gap. The current disparity between number of males and females accounts for the mean gender pay gap. Broadridge Ireland Limited remains committed to hiring and promoting females in the organisation to close this gender gap, taking measures as per below.

All our team members are provided with a bonus scheme but may not have received a bonus within the year dependent on hiring date.

Measures taken to reduce or eliminate differences

Broadridge is an equal opportunities employer and adheres to the Employment Equality Act, 1998 prohibiting discrimination in the workplace. The majority of recruitment is conducted by our centralised Talent Acquisition department. The hiring team are focused on attracting talent within a fair and equitable structure.

Broadridge Ireland Limited is committed to fairness and equality in compensation practices across all roles. We are continuing to assess and refine our policies to develop an environment where pay reflects the value and contributions of every individual.

Broadridge Ireland Limited established a “Women In Leadership” Chapter in 2023 which focuses on supporting and developing women in their careers. There is an annual Women In Technology campaign which celebrates women in the fintech workplace. Broadridge Ireland Limited is also a strong supporter of working mothers with full maternity pay and parental support when they return to work, including the option for flexible work-life balance.