



Ireland gender pay gap report

July 2023 - June 2024

Achieving a greater gender balance

Report published: December 2024



Foreword

At Fidelity International, we work together to build better financial futures. We recognise that a diverse, equitable and inclusive workplace brings benefits for our customers, our business and our people.

We are committed to reducing our gender pay gap by achieving gender balance across our business - and particularly in the most senior and highly paid roles - which is a key priority of our wider Diversity, Equity and Inclusion Strategy.

This is the third time we have published our Ireland gender pay gap. We are pleased to see that the gender pay gap has reduced in the past year and that we have maintained a strong gender balance. Women continue to make up 45% of our workforce and 40% of our senior management roles in Ireland.

In recent years, we have embraced dynamic working, introduced family-friendly policies and grown our global Gender Balance Network as part of our wider efforts to build a workplace where all our people feel valued and supported to thrive. All of these steps have contributed towards our progress.

As a signatory of Ireland's Women in Finance Charter, we are committed to maintaining this gender balance throughout all levels of our workforce.

We are determined to continue to maintain gender parity for our people, our clients and the communities in Ireland, as well as achieve greater gender balance globally.

Our Diversity, Equity & Inclusion Committee continue to provide the highest level of executive sponsorship to drive further progress.



Carla Sload

Head of Product Delivery, Europe, and
Interim Site Head, Ireland

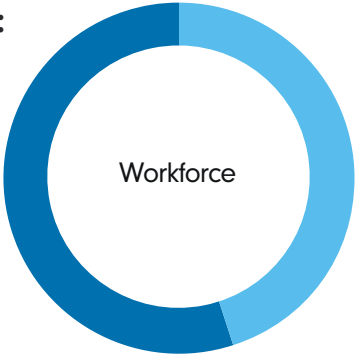
I confirm that the figures contained in this report have been verified and checked thoroughly to ensure complete accuracy.

Ireland's gender pay gap report

July 2023 - June 2024

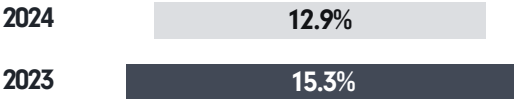
Percentage of the workforce

Men:
55%
(253)

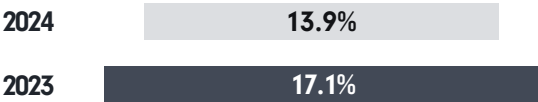


Women:
45%
(208)

Mean hourly pay gap, all staff



Median hourly pay gap, all staff



Pay quartiles in 2024



Men
44.8%

Women
55.2%



Men
57.4%

Women
42.6%



Men
53.9%

Women
46.1%

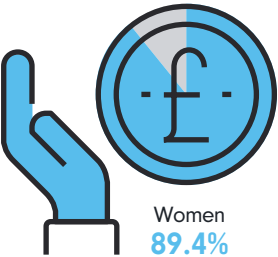


Men
63.5%

Women
36.5%

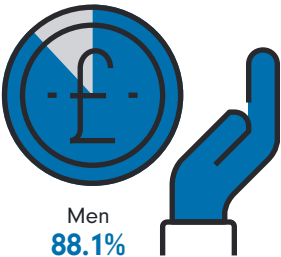
Percentage of employees receiving a bonus in 2024

Percentage of **women** receiving a bonus



Women
89.4%

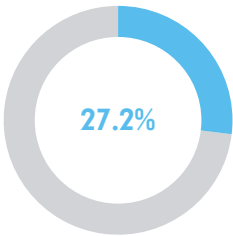
Percentage of **men** receiving a bonus



Men
88.1%

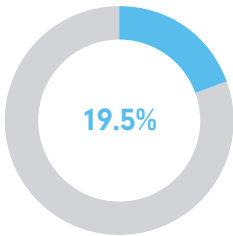
Mean and median bonus pay gap in 2024

Bonus mean pay gap



27.2%

Bonus median pay gap



19.5%

Data notes:

1. Fidelity International data is based on all relevant Irish Funds employees for the reporting period July 2023 - June 2024
2. The data is focused on binary definitions of gender; non-binary employees haven't been included in the data
3. See appendix for historic data capture and all other reporting metrics
4. Numbers may not add up to 100% due to rounding

Understanding the Gender Pay Gap in Ireland



Sarah Kaiser

Head of Employee Experience

Fidelity International is making steady progress on achieving greater gender balance and parity, which is reflected in our gender pay gap report. We have seen a positive reduction in the hourly pay gap, due to moving closer to gender balance at junior levels, while maintaining strong female representation at senior levels.

Within the Ireland workforce, we maintain a positive gender balance through inclusive and equitable approaches to recruitment, progression and retention.

We will continue our gender balance efforts and our wider inclusion activities to ensure Fidelity International is a place where everyone feels they belong and can thrive.

Our focus areas are:

- **Taking a more data-driven approach** so we can measure diversity, equity and inclusion, decide what to prioritise, set goals, monitor progress and understand what works.
- **Making DEI everyone's responsibility** by supporting everyone at Fidelity to understand and fulfil expectations on their role in building a more inclusive and diverse organisation.
- **Integrating inclusion** by strengthening inclusive ways of working and further embedding inclusion and equity into people structures, policies and processes, so inclusion by default is the way we operate.
- **Reinforcing a diverse talent pipeline** by assessing gender balance, ethnic diversity and social mobility through the talent pipeline to target actions to develop a more diverse workforce.

Gender Pay Explained

Gender pay gap reporting gives an overview of the gender balance within a hierarchy. It measures the difference between the average pay of all male employees and all female employees in an organisation. It doesn't take into account factors such as role type, job level or experience.

The gender pay gap is the percentage difference between the average earnings of men and women, expressed relative to men's earnings. We calculate the gender pay gap for both mean average and median average of hourly pay and bonus pay.

The gender pay gap is entirely distinct from equal pay – the legal requirement to pay men and women the same for carrying out work of equal value. We have robust processes in place to identify and address equal pay issues. Any discrepancies are rectified and reported to our remuneration board.

Addressing the gender gap in Ireland

Continuing to drive change

The focus areas chosen to close the gender pay gap from July 2023 - June 2024 included:



Maintaining gender balance during a headcount reduction programme in 2024



Appointing Diversity, Equity & Inclusion Business Leads for each business area, with responsibility for developing and overseeing delivery of action plans to strengthen diversity, equity and inclusion within their business line.



Encouraging more intersectional activities between our employee Diversity, Equity & Inclusion Networks, with a focus on key themes such as working families, wellbeing and the menopause.

Established activities to progress gender parity:

- **Promoting inclusive family-friendly policies:**
 - Fidelity Equalised Paid Parental Leave (introduced in 2020): All our people have access to equalised paid parental leave so they can spend time with their children and thrive in their careers.
 - Family Care Leave (introduced in 2021): We offer all employees five paid days of leave per year to carry out their caring responsibilities.
 - Expanded our compassionate leave to support those who experience pregnancy loss, inclusive to partners, as well as those who directly experience the loss.
- **Flexible working:** We offer a balance of home and office working with at least 8 office days a month to deliver for our clients through effective team working and individual work-life balance.
- **Menopause-friendly workplace:** Our caring culture supports people experiencing the menopause through awareness raising with an active Menopause Community and workplace guide.
- **Inclusive development:** The Talent Marketplace, our career development platform, gives all employees access to a range of opportunities including mentoring.
- **Developing diverse talent:** We work with partners to deliver targeted development programmes to support employees from under-represented groups to advance their careers.
- **Embedding of the Talent Marketplace:** A global digital platform that matches colleagues with development opportunities and mentors based on their skills, experiences and career goals.
- **Focusing on women in investment management:** Building a pipeline of female talent to move into leadership positions, and increasing gender balance.
- Empowering women to take control of their financial futures with our global **Women & Money** campaign.

Facts & Figures

49%

of Fidelity Ireland female promotions, July 2023 - June 2024 (an increase of 4ppts from the previous year)

85%

of Fidelity Ireland female employees feel they are generally able to balance their work and personal responsibilities

89%

of Fidelity Ireland female employees feel that they can be their self without worrying about how they will be accepted

159

colleagues in Ireland (4,767 globally) have taken Family Care Leave from launch in March 2021 – 1 November 2024

41

colleagues in Ireland (718 globally) booked Equalised Paid Parental Leave from launch in April 2022 – 1 November 2024



Claire Prendergast

Head of Operational Support Group - INvolve OUTstanding Executive Role Model List 2024



Mark Fanagan-Okah

Associate Director of Institutional Business Development Support - INvolve OUTstanding Future Leader Role Model List 2024



Mary Akinyemi

Senior Analyst - Equity Analytics - INvolve EMpower Future Leaders Role Model List 2024

Working together

We work in partnership with the investment management industry and external organisations to strengthen diversity, equity and inclusion in our organisation and our sector.



30% Club



Women Returners



Skillnet



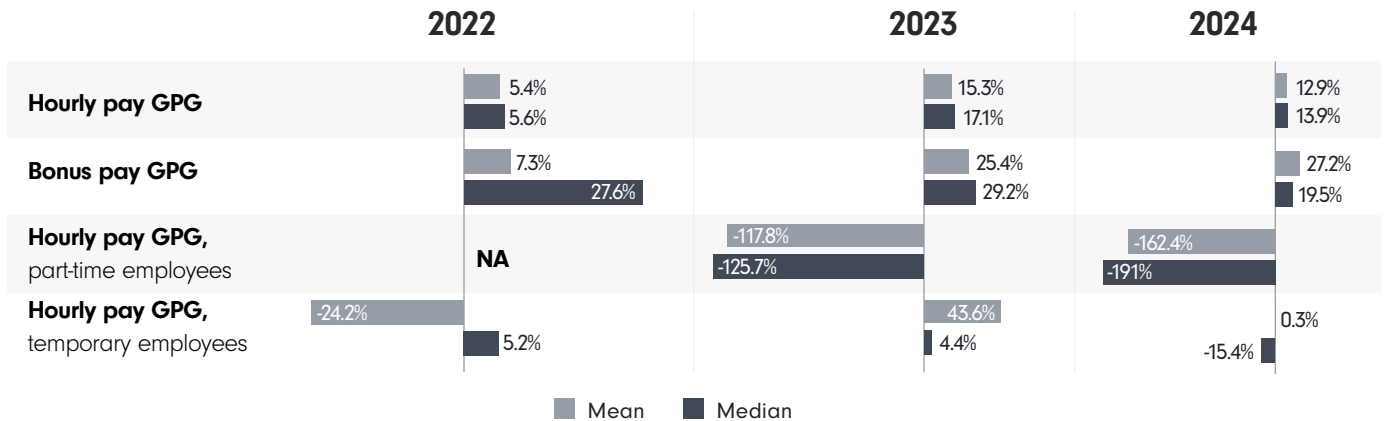
Progress Together



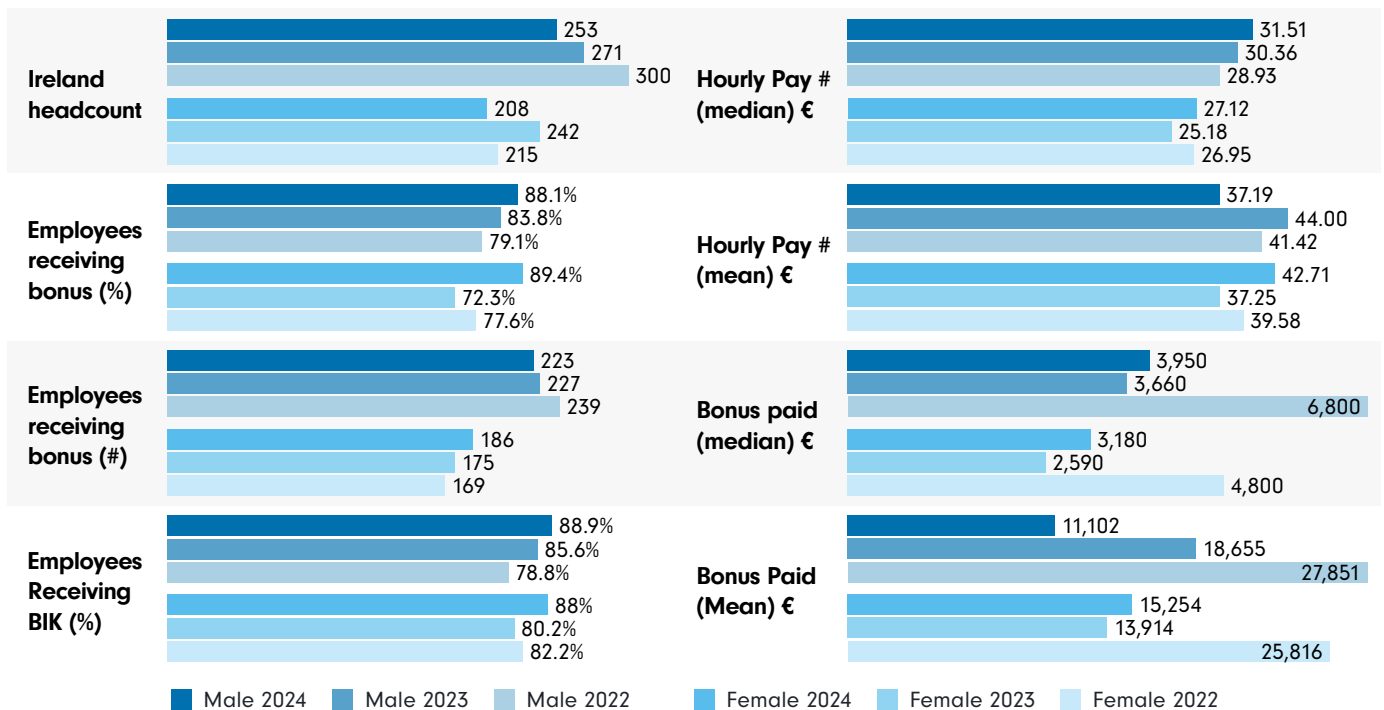
LGBT Great

Progress over time

Mean and median pay gaps



Ireland workforce



Pay quartiles

	2022		2023		2024	
	Men	Women	Men	Women	Men	Women
Upper	63.3%	36.7%	61.7%	38.3%	63.5%	36.5%
Upper middle	59.7%	40.3%	54.7%	45.3%	53.9%	46.1%
Lower middle	58.9%	41.1%	53.1%	46.9%	57.4%	42.6%
Lower	51.2%	48.8%	41.9%	58.1%	44.8%	55.2%

