

Gender Pay Gap Report

Spectate Limited
Ireland

2025

evoke

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Introduction

Snapshot Date: 30 June 2025

Reporting Period: 30 June 2024 – 29 June 2025

Purpose of this Report

- This is the **first year** Spectate Limited is required to report its gender pay gap, following the extension of reporting obligations to organisations with **50+ employees** in 2025.
- The report aims to provide **transparency** on gender-based pay differences and outline the actions we are taking to address them.

Our Workforce

- 119 full-time employees on the snapshot date
- 1 employee on parental leave
- No part-time employees or temporary contracts

Methodology & Data Sources

How the Data Was Collected

- Data was captured from **payroll records**, provided by the **Finance Department** in partnership with **HR**.
- All calculations are based on **ordinary pay, bonus pay, benefits in kind, and working hours**, as defined in legislation.

Methodology

- Calculations were completed in line with the **Gender Pay Gap Information Act 2021 – Updated Guidance Note for Employers Reporting in 2025**
Snapshot date: **30 June 2025**
- Reporting period: **12 months preceding and including the snapshot date**

Scope

- All relevant employees employed on the snapshot date
- Full-time employees only (no part-time or temporary contracts)

Gender Pay Gap Overview

Headline Results			
Mean Hourly Pay Gap	Median Hourly Pay Gap	Mean Bonus Gap	Median Bonus Gap
28%	18%	24%	15%

What This Means

- A positive percentage indicates that, on average, men earn more than women across the organisation.
- Mean figures reflect overall pay distribution, while median figures show the difference at the midpoint.

Bonus & Benefits Analysis

Bonus Payments

- Percentage of employees receiving a bonus:
 - **Male: 96.77%**
 - **Female: 96.15%**
- Bonus eligibility and participation are **broadly consistent** across genders.

Benefits in Kind

- Percentage of employees receiving benefits in kind:
 - **Male: 95%**
 - **Female: 88%**

Key Observation

Differences in bonus participation and benefits are **not the primary drivers** of the overall gender pay gap.

Pay Quartile Distribution

Hourly Remuneration Quartiles				
Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	70%	63%	83%	97%
Female	30%	37%	17%	3%

Key Insight

Men are disproportionately represented in **higher-paying roles**, while women are more concentrated in lower and middle pay quartiles.

Key Findings

What Drives Our Gender Pay Gap

- The gender pay gap at Spectate Limited is **not caused by unequal pay for equal work**.
- The gap is primarily driven by **structural and representation factors**, including:
 - 1.Role Segmentation:** Higher-paid senior and specialist roles are predominantly held by men.
 - 2.Talent Pipeline Challenges:** Historically fewer women progressing into leadership and technical positions.
 - 3.Industry Trends:** Lower female representation in certain high-paying functions across the sector.

Actions to Reduce the Gender Pay Gap

Measures in Place

- **Inclusive Recruitment**
 - Expanding outreach to attract more women into senior and technical roles.
- **Career Development**
 - Mentorship and leadership programmes to support female progression.
- **Flexible Working**
 - Strengthened flexible work arrangements to support work-life balance.
- **Pay & Progression Reviews**
 - Regular audits of pay and promotion decisions.
- **Diversity Targets**
 - Setting measurable goals for gender representation in leadership roles.

Our Commitment & Next Steps

Looking Ahead

- We recognise that reducing the gender pay gap requires **sustained, long-term effort**.
- Progress will be monitored annually through future gender pay gap reporting.

Our Commitment

- To continue building a workplace where:
 - **Opportunities for advancement are equitable**
 - **Pay decisions are transparent and fair**
 - **Gender representation improves at all organisational levels**

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