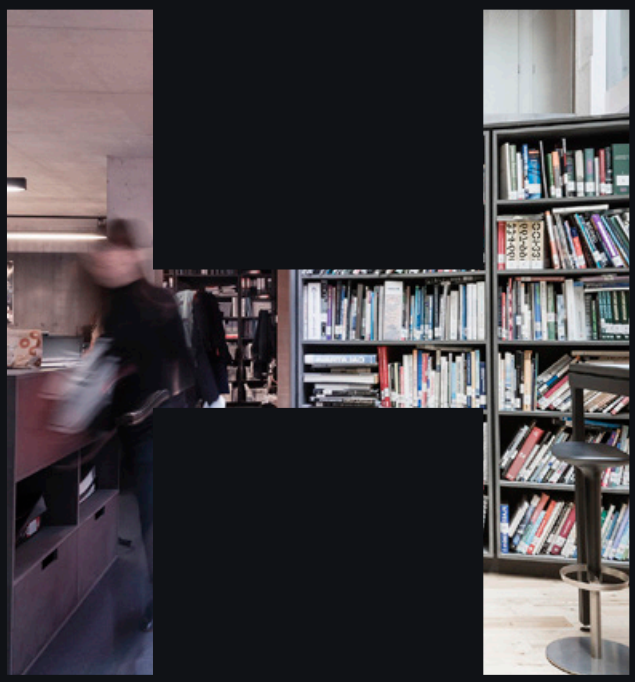
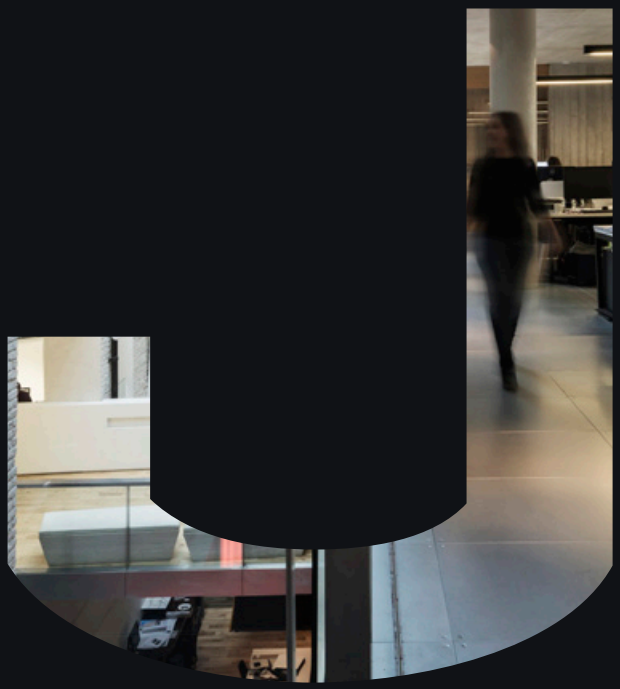
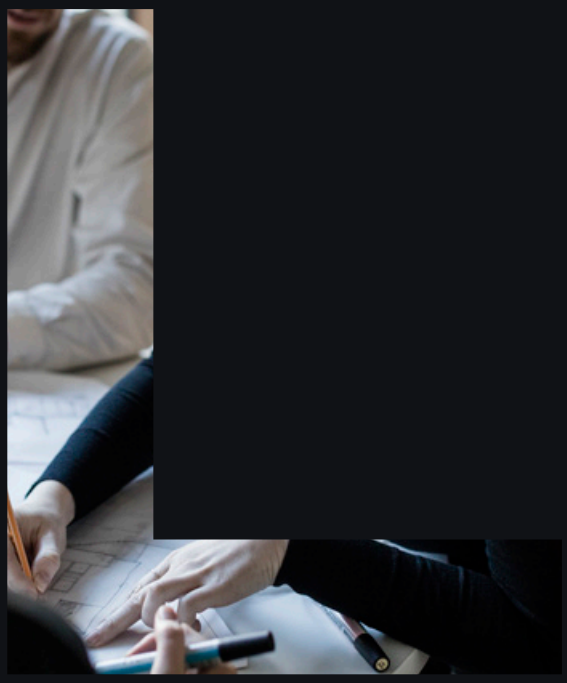
Henry J Lyons



2022 GENDER PAY GAP REPORT





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01 EXECUTIVE SUMMARY

Our gender pay gap at Henry J Lyons is 17.9% which is above the national average of 14% across Ireland. Our gap stems mainly from the fact that we have a higher ratio of men in senior, higher-paid positions. We have work to do to close this gap, and reporting on these stats is the first step as this will allow us to track our progress. Research on barriers to progression has been carried out. As part of our commitment to increasing diversity within the practice, we have set an aspirational target of 30% women in senior leadership positions by 2027. We will also be appointing a Diversity Task Force to hold us accountable to our actions in closing our gender pay gap.

02 INTRODUCTION

Legislation has been introduced in Ireland which requires all businesses with over 250 employees to report their gender pay gap.

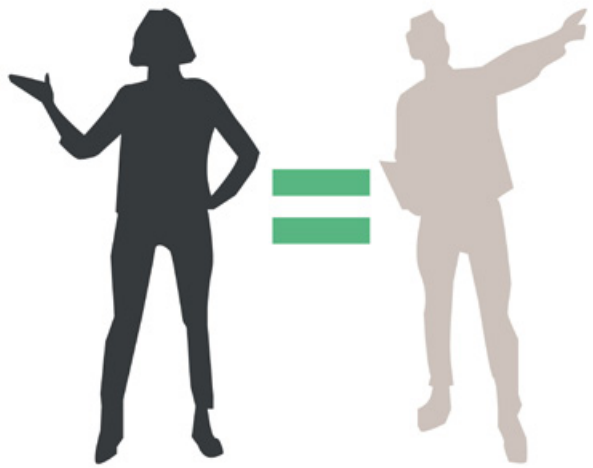
The Gender Pay Gap refers to the difference between the average hourly earnings of all male and all female employees. This is different to equal pay, which we will further address. The reference point for data included in this year's report is 25 June 2022 and includes all employees across the practice (excluding those Directors who are owners of the business). The gender split at that point was 60% male and 40% female.

GENDER PAY GAP VS EQUAL PAY

The gender pay gap can be easily confused with equal pay, which is a legal requirement that men and women be paid equally for similar work. Equal pay for equal work is already protected under the Employment Equality Acts. At Henry J Lyons, we are dedicated to rewarding our people fairly and have reviewed the measures we have in place to ensure we reward those performing equivalent roles fairly and equally, regardless of gender or any other protected characteristic.

The gender pay gap refers to pay differences between men and women across various different roles within an organisation. The publication of information in respect of the gender pay gap in an organisation can reveal, among other things, how factors such as caring responsibilities, part-time working needs and unconscious bias can result in a pay divide between men and women and it can reveal differences in seniority between the genders. At Henry J Lyons, we do have a gender pay gap, and this document outlines what that gap is, where it's occurring, and what steps we are going to take next to start addressing it.

EQUAL PAY



GENDER PAY GAP

EXPLANATIONS/DEFINITIONS

The **mean** is the difference between the average hourly renumeration of women compared with men in an organisation.

The **median** is determined by ordering the individual hourly renumeration for all male and female employees from lowest to highest and calculating the difference between the middle number in the male and female range.

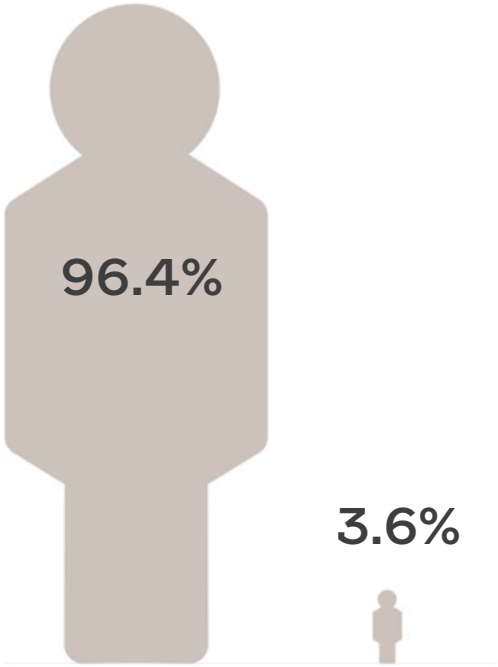
According to the **CIPD** [Chartered Institute of Personnel and Development], the average gender pay gap for all employees in Ireland was 14% in 2021. This means that, at 17.9%, the gender pay gap across the practice is slightly wider than the national average.

	Mean	Median
Hourly Renumeration	17.9%	18%
Bonus	18.2%	18.4%

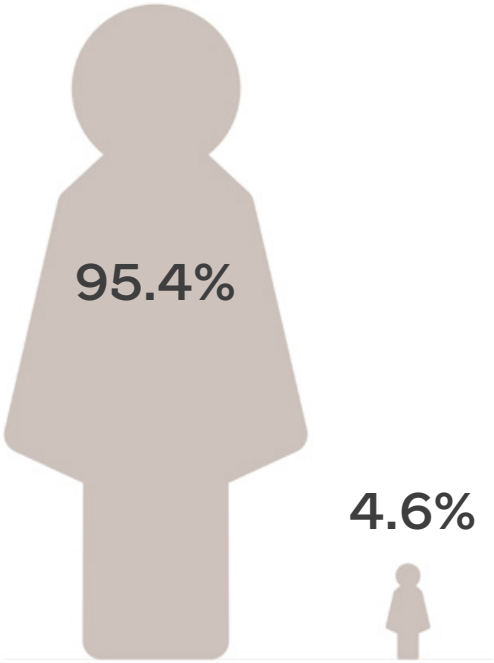
BONUS

All individuals in the practice are eligible for a bonus in any one year, subject to them being employed for a period of 3 months by our review date. Those in senior roles from Associate and above are eligible for a higher % of bonus.

In 2021, 96.4% of male employees received a bonus, and 95.4% of female employees received a bonus.



96.4% Of men received a bonus

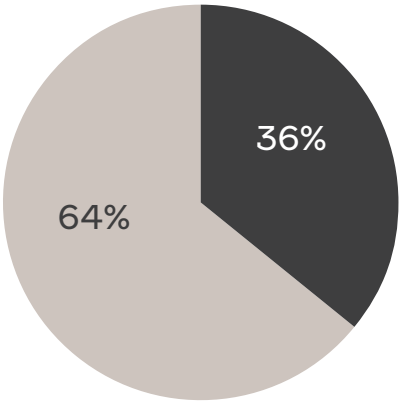


95.4% Of women received a bonus

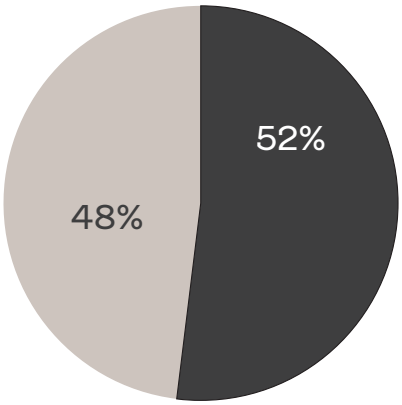
PAY QUARTILES

The table below shows the gender distribution in four equally sized pay quartiles.

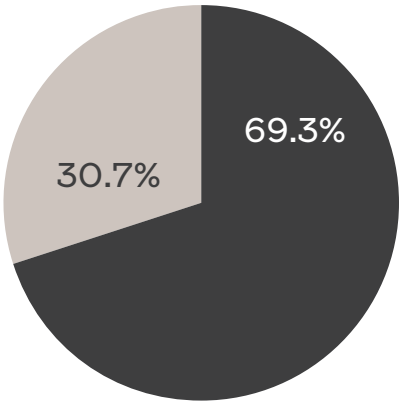
	Lower Quartile (1)	Lower Middle (2)	Upper Middle (3)	Top Quartile (4)
Men	36%	52%	69.3%	67.6%
Women	64%	48%	30.7%	32.4%



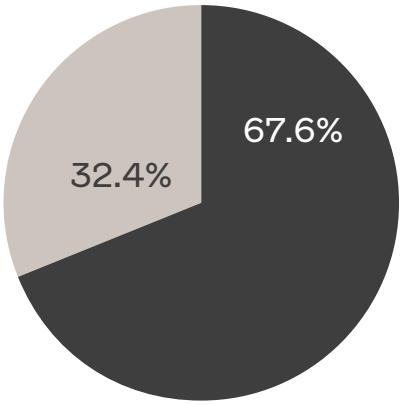
LOWER QUARTILE



LOWER MIDDLE



UPPER MIDDLE



TOP QUARTILE

04 INTERPRETING THE GAP

CONTEXT

The construction industry as a whole is male-dominated, but architecture tends to produce fairly equal numbers of male and female graduates. This is reflected in our gender balance at junior to mid-level roles. As is the case in many practices and in many other industries, our gender pay gap stems from the lower proportion of women in senior positions as well as a higher number of women in administrative roles.

NEXT STEPS

Reporting our Gender Pay Gap provides us with an opportunity to measure our progress through action and demonstrate our transparency and accountability. As the largest architecture practice within Ireland, it's important we show best practice and set ourselves ambitious goals to help reduce the gender pay gap.

Whilst the causes of the gender pay gap can be complex and some out of our control, reporting annually enables us to track progress and measure the success of our key initiatives which will be introduced to help reduce the gap and promote inclusivity within the practice.

As part of this work, we have been carrying out both internal and external research to gather feedback and understand the perceived barriers to females progressing within the practice. This information has been gathered and arising themes have been reviewed by Management in order to support us in launching a tailored action plan going forward.

We have made a commitment to set an aspirational target of 30% women in senior leadership positions by 2027. To help us work towards this, we have become a member of the 30% Club in Ireland. We will also be appointing a Diversity Task Force, which will be a mix of people across the practice who will help monitor progress on a quarterly basis, make suggestions, ask questions about decisions, and hold us accountable for our actions.

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