

Gender Pay Gap Report

Snapshot – 30th June 2025

Our 2025 Gender Pay Gap Report

Garwyn a Davies Business: Snapshot – 30th June 2025

A gender pay gap is a measure of the difference in the average pay of men and women across the entire organisation, regardless of the work they do. It highlights the different number of men and women across all roles. It is different from an equal pay comparison, which involves a direct comparison of two people or groups of people carrying out the same work or work of equal value. For the purposes of the reporting requirements, we refer to men and women. We recognise that gender is not a binary concept, and we support transgender, non-binary and intersex colleagues alongside those who identify as male or female. You will find more information about our gender reporting in our [Responsible Business Report](#)

The data we are reporting includes:

- the difference in the mean (average) and median (middle) pay of men and women,
- the difference in mean and median bonus pay of men and women,
- the proportions of men and women who were paid a bonus in the previous year, and
- the numbers of men and women employed in quartile pay bands.

A positive % indicates a favourable pay gap towards men, and a negative % indicates a favourable pay gap towards women.

Gender Pay Gap	All Colleagues	Full Time Colleagues	Part Time Colleagues
Median	34.37%	35.38%	83.24%
Mean	57.49%	35.30%	83.39%

Temporary contracts (FTC): Not applicable

What is the difference between the median and the mean figures?

Median pay gap: If all our colleagues were lined up in a female line and a male line, in order of pay from highest to lowest, the median gender pay gap compares the pay of the female in the middle of their line and the pay of the man in the middle of their line regardless of the work they do.

 = MEDIAN

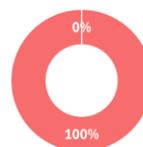
Mean pay gap: The other measure is the mean gender pay gap, which shows the difference in average hourly rate of pay between men and women. This is also affected by the different numbers of men and women in different roles.

 +  +  +  +  / 5 = MEAN

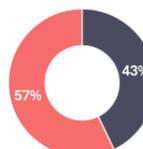
Quartile Pay Bands

(percentage of women/men in each hourly pay quarter)
Red: Women Blue: Men

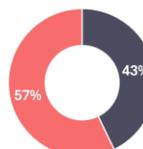
Lower Quartile
Bottom 25% of earners



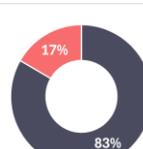
Lower Mid Quartile



Upper Mid Quartile



Upper Quartile
Top 25% of earners



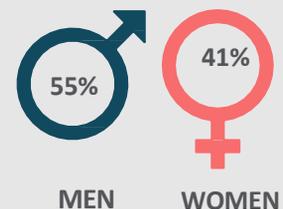
Bonus Pay Gap

Bonus pay includes any additional pay relating to profit sharing, productivity or performance, when in the form of money or vouchers.

In our case, most of bonus pay is in the form of commission and the Davies Incentive Plan.

The methodology stated in the Gender Pay Gap Information Act 2021 requires us to report on the number of colleagues receiving a bonus.

Receiving Bonus



Benefit In Kind

Male	60.00%
Female	33.33%



Our Results And Commitment

Our results overall

2025 marks the first year that Garwyn is required to publish a Gender Pay Gap (GPG) report in Ireland, in line with the Gender Pay Gap Information Act 2021. We welcome this opportunity to provide transparency on pay and reward, and to reflect on our progress and priorities as an employer committed to fairness and inclusion.

Our analysis covers all employees active on the 30th June 2025 snapshot date, in accordance with statutory guidance. The gender pay gap is not the same as equal pay for equal work. Our analysis indicates that the primary drivers of our pay gap are:

- A mean gender pay gap of 57.49% and a median gap of 34.37% in hourly remuneration.
- Bonus and benefits-in-kind are more commonly received by male employees.
- A higher proportion of women are in roles in the lower pay quartiles, while men are more likely to hold senior or specialist positions, including some part-time roles with high hourly rates.
- A greater proportion of men receive bonuses and benefits-in-kind, which further widens the gap.
- Among part-time employees, the pay gap is higher, reflecting a small number of senior or specialist part-time male roles with high hourly rates.

Our Commitment and Next Steps

We are committed to understanding and addressing the factors behind our gender pay gap. As this is our first year of reporting, we will use these insights to:

- Recruitment and selection training for all hiring managers which includes a focus on unconscious bias.
- Inclusive recruitment programmes.
- Development of inclusive employment policies and wrap around support.
- Quarterly reporting to ESG committee and monthly reporting to HR leads to provide insight and reinforce action planning.
- We are also creating or improving our reward processes and principles that will continue to promote a fair and equitable reward offering.

We recognise that closing the gender pay gap is a long-term challenge that requires sustained focus and action. Publishing our first report is an important step in our journey. We are committed to building a more inclusive workplace where everyone can thrive and be rewarded fairly.

Our commitment

Over the last few years, we have invested heavily in diversity, equity and inclusion and reward. Davies values diversity of thought and the benefits that a diverse workforce brings to the business.



We continuously work on our approach and culture to ensure the support of a diverse workforce. We are confident that progressing our commitments and having a continued focus in this area will ensure that we continue to make positive changes that are sustainable for our business and the communities we operate in.

A handwritten signature in black ink that reads 'Emma Wedderburn'. The signature is fluid and cursive, with a long horizontal stroke at the end.

Emma Wedderburn, Group Chief People Officer

