

Irish Life Group Gender Pay Report 2023



This is the second year that we will report on our Gender Pay Gap for the Irish Life Group. Our median Gender Pay Gap, our primary gender pay gap measure, now stands at 12.2%. This is an improvement of 3.4% from 15.6% last year. Whilst I am pleased to see that the actions we are taking are having a positive effect, there remains much to be done to further reduce this gap.

We know that the under-representation of females at the most senior levels across our organisation is the primary reason for our gender pay gap, similar to last year. In addition to the actions already underway since last year, in 2023 we undertook a significant and extensive independent research to help us further understand the barriers to female career progression within our business. I'm confident that through acting on these insights and our wider DEI strategic initiatives, we can take the right steps towards closing this gap even further.



Declan Bolger

Irish Life Group CEO



Reporting Context

The Gender Pay Gap Information Act 2021 was signed into Irish law on 13th July 2021. The legislation requires employers in Ireland, with 250 employees or more in 2023, to calculate and publish on an annual basis gender pay gap data. The data and supporting analysis must be based on pay data from the 12 consecutive calendar months preceding the 'snapshot' date. The snapshot date is the date at which the data is taken for the analysis. For Irish Life the snapshot date is 30 June 2023. The numbers are then published within six months of the snapshot date.

The information we are publishing is in line with what is required under Irish reporting requirements, but includes also additional information and important context on our organisation and on our DEI strategy and objectives in action, designed to promote female representation and participation within the Irish Life Group.

Gender Identification

We have included in this report details on Males and Females as required under the legislation. We fully recognise that our people may identify differently.

The Irish Life Group

This “rolled up” report contains the overall best representation of all employees employed by and supporting the companies operating under the Irish Life brand in Ireland. These firms are Irish Life Assurance, Irish Life Health, Irish Life Investment Managers, Irish Life Financial Services and Irish Life Group Services.

Our 2023 gender pay gap report and supporting analysis has been developed to cover each of the following Irish Life Group entities with more than 250 employees:

Irish Life Group Services (ILGS)

ILGS provides services to companies across the Irish Life Group. These include HR, Finance, Tax, Legal and Compliance amongst others. ILGS employs more than 250 people and therefore has a legal reporting obligation.

Irish Life Financial Services (ILFS)

ILFS is a multi-agency intermediary tied to Irish Life Assurance (ILA) for life and pension products. It also provides administration services for ILA. ILFS also employs more than 250 people and therefore has a legal reporting obligation.



Our 2023 gender pay gap numbers in more detail



In line with the legislation, we have again reported on each of the following pay equity ratios. The required ratios and definitions are unchanged from last year:

- 1. Mean Hourly Remuneration:** The difference between Mean hourly remuneration of male employees and female employees expressed as a percentage of mean hourly remuneration of employees of the male gender (includes ordinary pay plus bonus).
- 2. Median Hourly Remuneration:** The difference between Median hourly remuneration of male employees and female employees expressed as a percentage of median hourly remuneration of employees of the male gender (includes ordinary pay plus bonus).
- 3. Mean Bonus:** The difference between Mean bonus remuneration of male employees and female employees expressed as a percentage of mean bonus remuneration of employees of the male gender.
- 4. Median Bonus:** The difference between Median bonus remuneration of male employees and female employees expressed as a percentage of median bonus remuneration of employees of the male gender.
- 5. Bonus Distribution:** The percentage of all male employees who were paid a bonus and the percentage of all female employees who were paid a bonus (any bonus amount is included in the analysis).
- 6. Benefits in Kind:** The percentage of all male employees who were paid benefits in kind and the percentage of all female employees who were paid benefits in kind (any BIK is considered relevant for this analysis, although only employees receiving some form of ordinary pay as well are included).
- 7. Overall Pay Levels:** The respective percentages of all employees who fall within each of the following: The lower quartile, the lower middle quartile, the upper middle quartile, and the upper quartile (based on total ordinary pay plus bonus).

It is important to remember that the gender pay gap is not the same thing as equal pay (for equal work), but rather a number that primarily reflects differences in the populations of employees at different levels and in different jobs within the organisation, and ultimately across broader society as a whole.

For each of the required reporting ratios, two important numbers are typically shown:

Median

The median pay gap shows the pay differential at the 50th percentile, in terms of the number of people. It is perhaps a better reflection of the pay gap for the most typical workers as it excludes numbers at either end of the spectrum which might affect or skew the average or mean.

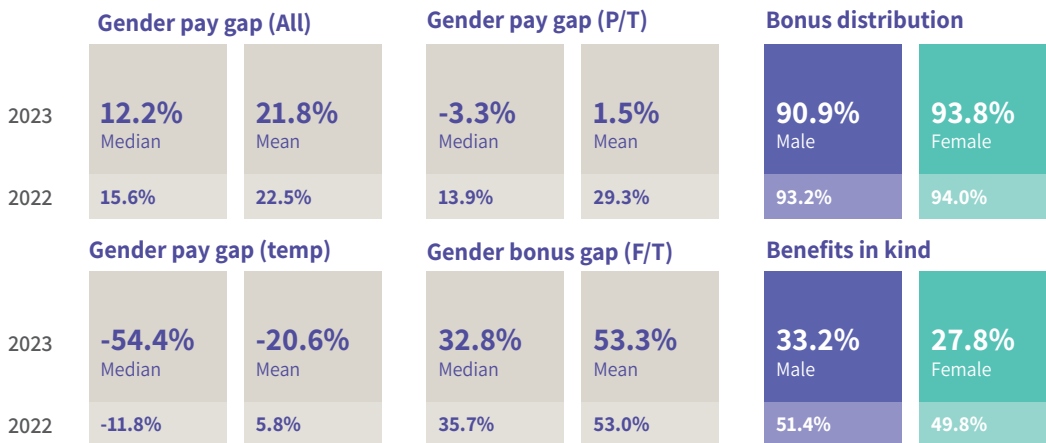
Mean

The mean pay gap is also the average pay gap and includes the average hourly rates of pay for all males and all females in the organisation. The number is typically higher than the median pay gap number.

Methodology Changes

In preparing the 2023 analysis, some methodology changes have been applied to that originally used in 2022. The changes were identified and now better align the calculation methodology employed within the legislation, both in intent and in practice. The numbers for the previous year (2022) have therefore been restated based on the methodology changes to afford an accurate like-for-like comparison between this year and last year.

Figure 1: Irish Life Group - Gender Pay Analysis for 2023

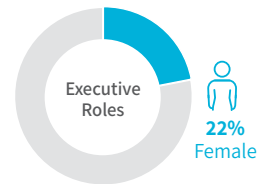
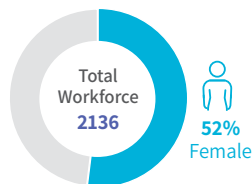


Commentary and Analysis



Differences in gender pay within the Irish Life Group are driven for the most part out of the following key factors:

The number of males in senior roles as compared to the number of females – although males make up 48% of the total workforce and females 52%, females make up 22% of Executive Roles.



Occupational differences – a number of roles within the group continue to show materially more males than females, including in Leadership, Asset Management, Finance and Digital.



Bonus – whilst the number of people receiving a bonus shows a slight bias in favour of females, aligned with the overall greater number of females in the organisation, the increased number of males in senior roles as well as in roles with traditionally higher levels of variable pay skews the bonus numbers in favour of males.



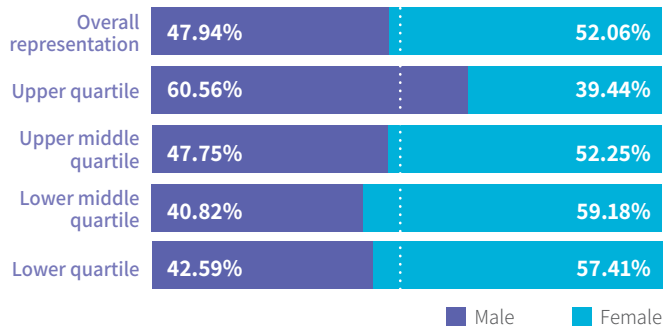
In part-time roles the number of females significantly exceed males and as such this group shows a positive pay differential in favour of females (in temp roles the number of males and females is roughly equivalent however, the number of senior females in temp roles exceeds the number of males).



BIK show a roughly even distribution across males and females, although BIK is not a material component of total reward within the Irish Life Group.

Total pay numbers, including ordinary pay plus bonus are broken down into the four quartiles in the analysis below:

Distribution of employees across the pay range



Females are under-represented in the Upper quartile but show good and improved representation in the Upper middle quartile. Females are, as per the previous year, over-represented in both of the bottom two quartiles.



2023 year-on-year changes



When comparing 2023 and 2022 the following factors explain the main differences observed:

- > The gender pay gap overall shows an improvement of the median from 15.6% to 12.2%, a 3.4% improvement year-on-year. This can be explained by an increase of circa 2% in the number of Females in our broader Senior Management population and also by a small increase overall in the number of females employed across the group as a whole from the prior year
- > Changes in the make-up of the part-time population has seen the gender pay gap decrease for part time employees. Females make up over 90% of this population (both in 2022 and 2023), however there are more females in senior part-time roles in 2023 as compared to the previous year
- > The gender bonus gap shows a similar number on the Mean but some improvement in Median. The improvement in Median can also be attributed to the overall increase in females in senior management roles with a commensurate increase in bonus. The overall bonus distribution numbers remain similar to last year with no significant gender gap
- > BIK again shows a roughly even split between male and female

Action Plan to address Gender Pay Gaps

Our Gender Balance programme is supported by our Leadership Teams and Boards within our Group of companies, with our DEI Programme sponsored by our Irish Life Group CEO.

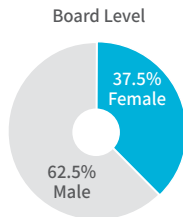
As detailed in our 2022 Report, we continue to have a broad range of actions already embedded and underway in our business that aim to address our gender pay gaps and promote greater equity, inclusion and gender balance:



We have set Gender Goals of 40% at Board, Executive and Senior Management level in Irish Life Group by 2025.

As at June 30th, our Gender split at Board level is as follows.

We recognise we have more to do to address the under-representation of females at Executive level. This remains an area of primary focus.



Driving an inclusive workplace for parents, families and family carers, we continue our partnerships with Platform55 and Family Carers Ireland. We were an early signatory to Ireland's inaugural Women in Finance Charter and remain committed to improving gender balance within the sector. This year we introduced a new partnership with AsIAm, Ireland's National Autism Charity and are working towards an Autism Friendly Accreditation. In partnership with AsIAm, we ran a series of education and awareness sessions with our employees and managers and completed sensory audits of our buildings. Next steps include a review of our recruitment practices. In October, we partnered with the African Professional Network of Ireland on their Career Day.



Irish Life was one of 5 organisations in Ireland to be awarded the 'Investing in families at work' badge from our partners Platform55.



As part of our People Leadership performance management objective, we introduced an inclusive leadership objective to further drive accountability and measurement



We introduced changes in pension contributions after maternity leave, increasing employer pension contributions by 3% per month for 12 months after an employee returns from maternity leave



We revised our bonus guidelines to drive more inclusive practices for people taking statutory leave and were proud to introduce that the entire period of leave for Maternity, Adoptive, Parental, Parent's & Carers are accrued for bonus calculations.



This year, we completed the launch of our Life Matters Policy Framework to provide additional assistance during times when our employees may need extra support in their lives. Our new 'Life Matters' benefits offer an extensive range of supports, including leave for Family Carers, enhanced Compassionate Leave, practical and emotional supports for people experiencing Domestic Violence and Abuse, as well as extensive Fertility, Pregnancy Loss, Surrogacy and Menopause supports. In addition to supporting our people during some of life's most difficult circumstances, further new benefits providing greater flexibility and work-life balance to employees were introduced, including the potential to work overseas for up to four weeks a year through our 'Working Away' benefit.



We continue to deliver the following programmes supporting & developing our female employees

- > Our Group Wide Female Leader Development Programme – Taking the Stage – focuses on developing women leaders and this year 60+ women completed the programme.
- > Our Group Wide Mentoring Programme presents a unique opportunity for mentees to receive valuable guidance and insights from experienced mentors, while mentors have the opportunity to share their knowledge and experience with others, all while developing their own skillset.
- > We continue to participate in the IMI/30% Club Network Mentor Programme, an all-Ireland cross company mentoring initiative.
- > Our gender balance networking group Women@Work, focused on the ‘Power of Positive role modelling’ as a core programme theme this year.
- > Supporting women returning from maternity leave we continue to provide dedicated workshops to support the transition back to work.
- > Through our managing inclusively workshop series, we support our people leaders to have conversations with their teams around all aspects of family leave.
- > We plan to introduce a newly designed in-house Returnship Programme in 2024 with the aim of attracting and supporting individuals who have taken an extended career break and we plan to introduce a new recruitment partnership with Back to Work Connect, an online Returner Platform.
- > We undertook an inclusive succession planning review with gender balance considerations for senior roles within our Insurance division, with a focus on developing and activating robust talent development plans to support these successors. The Insurance Division consists of Irish Life Assurance, Irish Life Health and Irish Life Financial Services.

Recognising we have more to do, we continue to explore ways to use data insights to inform action plans and embed inclusion into our culture

- > In 2023, we commissioned an extensive independent research initiative to explore the barriers women experience when considering promotion opportunities and career progression in our organisation. In 2024, a targeted working group will develop an action plan based on the findings and recommendations from this research.
- > In early 2024, we will pilot Inclusio, an insight-led and data driven DEI platform.
- > Irish Life Group became one of the founding partners of VOICE in 2022 - the first of its kind initiative, adopting a science based, data led approach to D&I sector benchmarking for the insurance industry.
- > Irish Life are funding qualitative research on the Pensions Gender Gap in the University of Waterford.
- > Irish Life are advocating for public policy changes to both existing pensions legislation and the forthcoming Auto Enrolment scheme to introduce measures to alleviate the pensions gender gap.

Other Irish Life Group companies

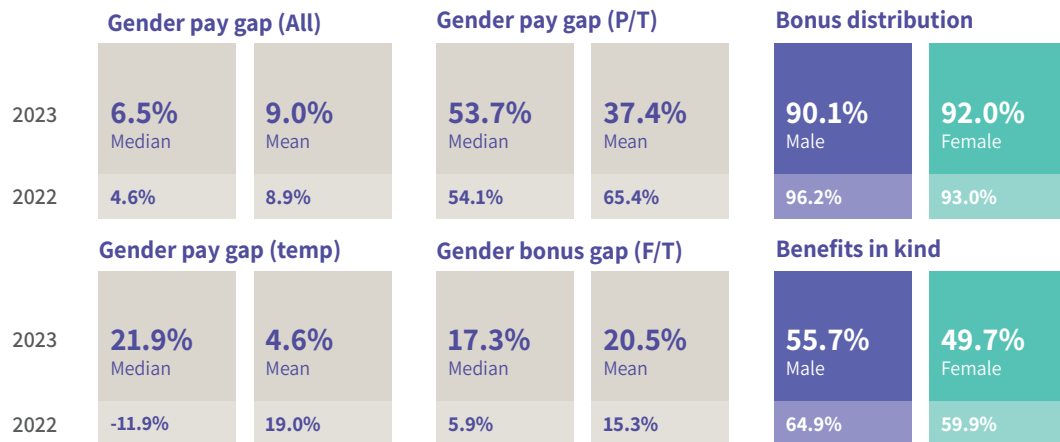
The gender pay gap numbers for each of the following two additional Irish Life Group companies, ILGS and ILFS, are contained below.

It should be noted that the actions already detailed that we are taking to address gender gaps broadly apply to these companies.



Summary Commentary and Analysis – ILGS

Figure 2: Irish Life Group Services – Gender Pay Analysis for 2023



Differences in gender pay within the ILGS entity are similarly driven for the most part out of the following organisational factors:

- > The number of males and females employed in the organisation for ILGS is 60% female and 40% male. There is more balanced distribution of females across the grades which results in a smaller overall gender pay gap than the rest of the Irish Life Group and similar to 2022.
- > In addition, ILGS has 50% of females in Executive roles and 56% of females in Senior Management.
- > The gender bonus gap is also smaller than for the rest of the group as a result of these factors, although the median shows an increase on the previous year.
- > The pay gap for part-time workers continues to be significant, however only 3% of part-time workers are male and this leads to the calculated value being both high and changeable from year to year.
- > 34% of temp workers are male and a higher concentration of males in higher grades drives the temp worker pay gap for 2023. This population is also quite small and subject to change in both make up and gender pay calculated number from one year to the next.
- > BIK shows a roughly even split between males and females and the numbers are similar to 2022. BIK is not a material component of total reward within ILGS.

Summary Commentary and Analysis – ILFS

Figure 3: Irish Life Financial Services – Gender Pay Analysis for 2023/2022

	Gender pay gap (All)		Gender pay gap (P/T)		Bonus distribution	
2023	13.5% Median	19.2% Mean	-11.7% Median	-10.2% Mean	90.4% Male	94.7% Female
2022	15.9%	20.9%	-4.0%	-1.9%	92.8%	94.4%
	Gender pay gap (temp)		Gender bonus gap (F/T)		Benefits in kind	
2023	-23.7% Median	-0.4% Mean	31.7% Median	53.1% Mean	25.7% Male	18.7% Female
2022	-4.3%	0.2%	34.4%	55.3%	48.5%	45.4%

Differences in gender pay within the ILFS entity are similarly driven for the most part out of the following organisational factors:

- > The number of males and females employed in the organisation is 52% female and 48% male and in this regard mirrors quite closely the rest of the Irish Life Group.
- > ILFS has 100% of males in Executive roles and 37% of females in Senior Management roles, accounting for a slightly higher gender pay gap median number than the rest of the Irish Life Group, with the numbers being similar to the previous year.
- > Bonus distribution is evenly split between males and females but significant in quantum, the number being consistent with the prior year, and driven by the higher number of males in senior roles and in roles attracting higher bonus payments, including in Financial Planning, Brokerage and Wealth.
- > The pay gap for part-time workers is negative (as it was in 2022), however only 9% of part-time workers are male and this leads to the calculated value being changeable from year to year.
- > The gender pay gap for temp workers is again negative but higher than in 2022. Only 26% of temp workers are female with a larger proportion of male workers at lower levels in the group.
- > BIK shows a small bias in favour of males and the numbers are both down on the previous year BIK is not a material component of total reward within ILFS.

