

A woman with long blonde hair, smiling, is wearing a black long-sleeved shirt and a bright yellow high-visibility safety vest. She is holding a clipboard and a pen, appearing to be checking inventory or writing a report. The background is a warehouse with tall shelves filled with cardboard boxes.

NFP Ireland Gender Pay Report 2025

Building a fair, inclusive, and supportive workplace for everyone.





At NFP we believe inclusion and belonging are essential to everything we do. Ensuring our people bring their best selves to work every day by placing as much importance on family and community as they do their valuable work, helps them to better support clients' needs. Simply put, it's good for our people and it's good for business.

We're committed to inclusion and belonging because we know that a company is only as great as its employees. We continually seek out professionals with unique characteristics, life experiences, knowledge, capabilities and talent.

Gemma Saunders
Group Operations Director - NFP Europe

What is the Gender Pay Gap?

Gender Pay Gap reporting is a legal requirement designed to promote transparency about pay differences between men and women in an organisation. It does not necessarily imply unlawful pay discrimination (that is handled by equal pay laws), but rather highlights aggregate disparities in pay structures, workforce composition, bonus practices, and benefits.

Changes in Law from June 2025 mean that all organisations with 50+ employees must now report and NFP Ireland Consultants are now subject to this requirement. Under the Gender Pay Gap Information Act 2021, **we are required to report on and publish the following information:**

- ✓ Mean and median pay gaps between men and women
- ✓ Mean and median bonus gaps between men and women
- ✓ The proportion of men and women that received a bonus
- ✓ The proportion of men and women that received benefits in kind
- ✓ The proportion of men and women in each of the four equally sized quartiles

How is 'Equal Pay' different?

- ✓ The gender pay gap is a measure of the difference between the average hourly and bonus earnings of all men and women in the business and does not take into account role in the organisation, performance history or any other differentiating factors
- ✓ The Gender Pay Gap should not be confused with equal pay, which requires organisations to pay employees equally, regardless of gender, for performing the same/ similar work or work of equal value.

Our overall Gender Pay Gap results

The figures shown in this report include all Ireland payroll employees of NFP Ireland Consultants, this is the only entity in NFP Ireland that is subject to Irish gender pay gap reporting.

Hourly pay gap and bonus pay gap	Mean	Median
Hourly pay gap: all employees	15.7%	7.42%
Hourly pay gap: part-time employees*		
How hourly pay gap: employees on temporary contracts**		
Bonus pay gap	33%	52%
Receiving bonus and benefits in kind	Men	Women
Bonus recipients	69%	76%
Benefit in Kind recipients***	62%	49%

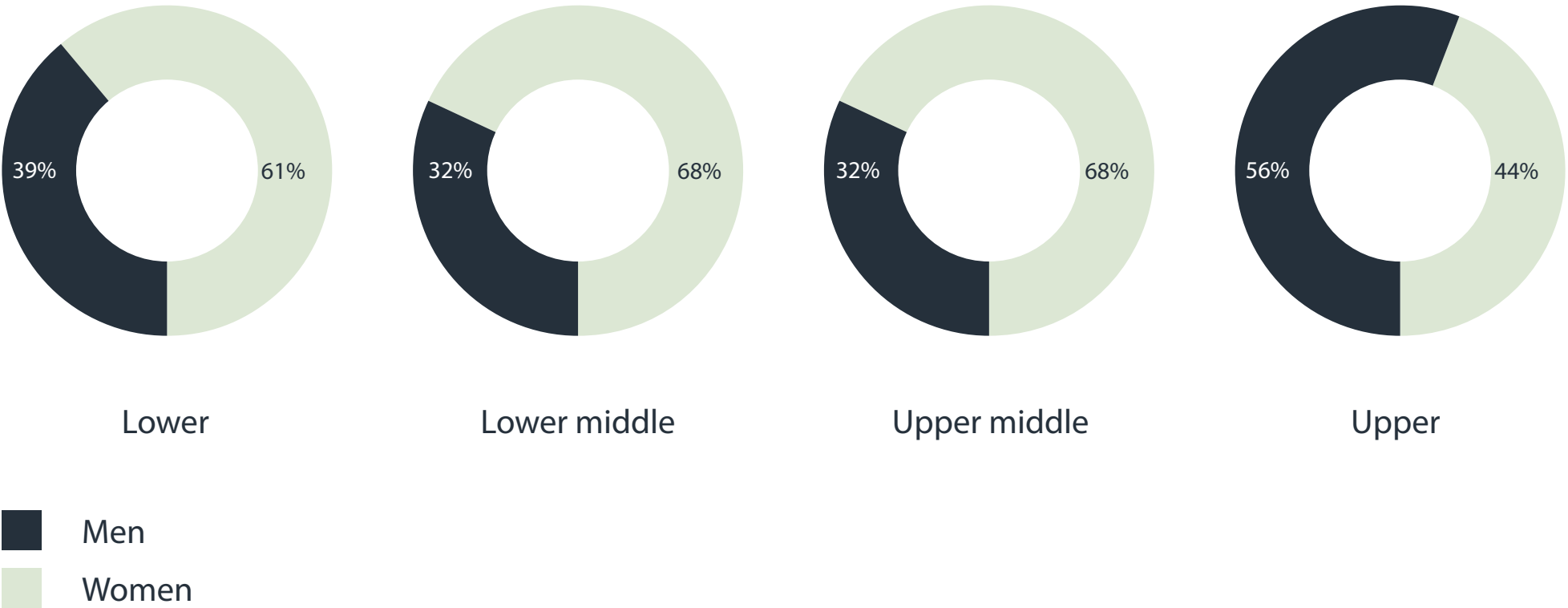
Most employees that didn't receive a bonus award were not eligible to be considered for one as they joined after the annual cut-off date for performance reviews.

*Due to no part-time male employees we were unable to report on this statistic
**Due to data confidentiality and having a very small sample group we were unable to report on this statistic
***Benefit in Kind is offered to all staff once they pass their probation. Therefore, this is an elective Benefit in Kind option.





Pay quartiles



Roles and Seniority:

As demonstrated in the quartile bands you can see we have more men than women occupying senior positions, therefore we have a higher number of women in less senior positions.

Part-time Working:

At the snapshot date in June 2025 NFP had 18% of all employees working on a part-time basis. These roles were all held by female employees. While the hourly gender pay gap is not affected the bonuses are pro-rated to reflect the hours worked.

What will we do to maintain and improve our Gender Pay Gap?

Over the next year, we will continue to focus on initiatives that strengthen our pipeline of female talent, enhance representation across all levels, and address the underlying drivers of our gender pay gap.

We will undertake detailed pay and workforce analyses to better understand the root causes of any disparities. Building on this insight, we will encourage female representation in senior, client-facing and revenue-generating roles, ensuring that opportunities for advancement are transparent and accessible to all.

We are committed to ensuring the NFP pay and reward frameworks are transparent, consistent, and equitable, supporting fairness. We will also promote flexible working and parental support as core components of our employee value proposition, enabling all colleagues to balance career progression with personal responsibilities.

To strengthen our future leadership pipeline, we will continue inclusive recruitment and leadership development programmes. We will also ensure diverse representation at our internal Leadership Council, embedding inclusion into decision-making at senior levels.

Finally, we will foster continued employee engagement, communication, and accountability regarding our gender pay outcomes, maintaining transparency and encouraging shared ownership of progress across NFP.

Through these actions, we aim to build a fair, inclusive, and high-performing workplace where all employees can thrive and contribute to closing the gender pay gap over the long term.



Find out more

Get in touch today to find out how we can help your business.

 www.nfpireland.ie

 employeebenefits@nfpireland.ie

 +353 (0) 1 210 0210



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