

Gender Pay Gap Report 2023

Group ROI (excl Subsidiaries)



“Creating an inclusive and diverse work environment is fundamental to Bank of Ireland. We are proud to have made progress towards achieving our targets but there is always more to do. The journey towards equality, diversity and inclusion is not linear, and progress is often hard won, but we are confident that we are taking the right actions and we are committed to staying the course.”

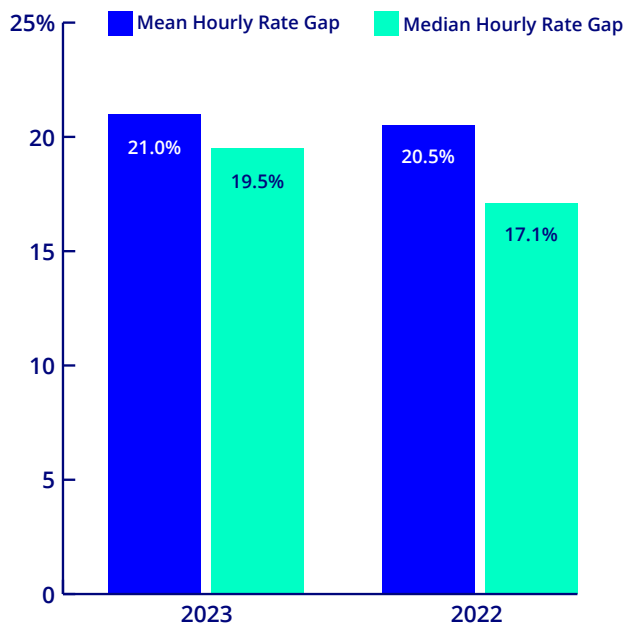
Matt Elliott,
Chief People Officer

As part of our commitment to transparency around Inclusion and Diversity at Bank of Ireland, we have voluntarily published a Gender Pay Gap figure since 2020. In 2022, Bank of Ireland Group and its subsidiaries reported under the new 'Gender Pay Gap Information Act 2021' which came into law in Ireland on 31 May 2022. The Group ROI numbers included in this report do not include the New Ireland Assurance Company and Davy subsidiaries which are published separately. The data snapshot used for this reporting period was 23 June 2023.

What is the Gender Pay Gap?

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. It compares the pay of all working men and women; not just those in similar jobs, with similar working pattern or with similar competencies, qualifications or experience.

The Equality Act 2010 gives both women and men the right to equal pay for equal work, with women and men being legally entitled to be paid at the same rate for like work, work rated as equivalent, and work of equal value.



Mean Gender Pay Gap

The mean Gender Pay Gap is the difference between the average hourly earnings of men and the average hourly earnings of women

Median Gender Pay Gap

The median Gender Pay Gap is based on arranging all the pay amounts in numerical order and selecting the middle amounts

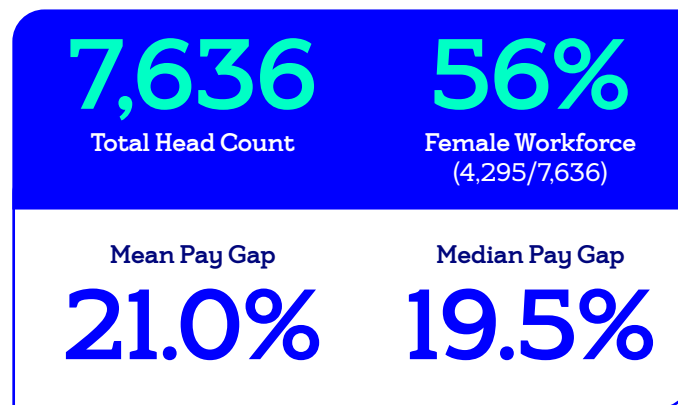
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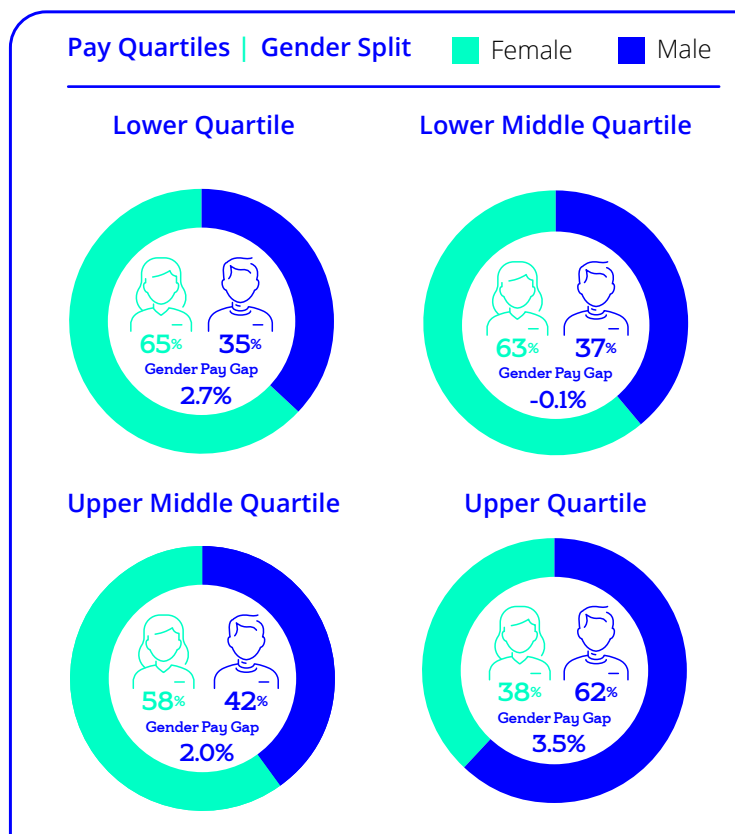
Gender imbalance at senior levels is a significant contributor to the gender pay gap at Bank of Ireland. This means we have proportionately more female colleagues in junior roles and proportionately fewer female colleagues in senior roles. With lower numbers of female colleagues in senior roles, this yields a lower hourly rate which generates a pay gap.

For this reason, in 2018 Bank of Ireland announced a target to establish 50:50 gender balance in appointments to senior management and leadership. In H1 2023, 41% of senior management and leadership appointments were female. Appointments will continue to improve the overall female representation at senior levels.



Pay Quartiles

The chart below shows the gender representation in each of our pay quartiles. Within each of the quartiles there are an equal number of colleagues. Through our analysis of the pay quartiles we know that there are more women in quartiles 1, 2 and 3 and with a higher proportion of men only in quartile 4 where there are more senior, higher paid roles. The representation variation in the quartiles explains the gender pay gap overall.



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What are we doing to address the Gender Pay Gap?

Whilst we have made progress in closing the Group Gender Pay Gap, there is more to do. We are taking the right actions to address the gap by:

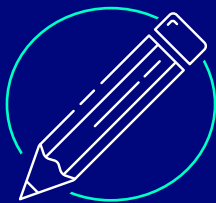


Talent

Supporting female career progression through dedicated female talent programmes across all levels (our Accelerate programme for senior talent and Rise programme for mid talent). We also built post programme support networks for Alumni of these programmes. Newly appointed female leaders running our Retail Ireland Division and Chief Customer Office, restoring greater gender balance to the Group Executive Committee.

Education

Mandatory Inclusive Hiring training for all hiring managers to understand and address unconscious bias across all diversity characteristics more effectively. All colleagues undertook mandatory Inclusion and Diversity training in 2023. In addition, our Board and Group Executive Committee completed an immersive In My Shoes virtual reality experience.

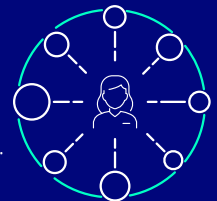


Progressive policies

Introduced Family Matters handbook for colleagues that included enhanced paternity leave and paid parents leave. Investment in female health through dedicated menopause policy, supports and paid menopause consults.

Recruitment

Enhanced recruitment practices to ensure a more diverse candidate pool and diversity in interviewer panels, including simplified job ads and our new Flexible Matching commitment. Positive employer branding including Wellbeing Supports, Hybrid working and new My Reward platform.



Partnerships / Accreditations

Signatory of 30% Club, to display our commitment to gender balance at all levels. Proud partner of Family Carers Ireland to support our working carers. Received accreditations during the year including: Age 55 (Age Friendly) employer, Investors in Diversity Gold accreditation and Investing in Ethnicity accreditation.

I&D Gender Balance Network

Employee-led, leader-sponsored networks continue to support including the MyStory Women of Colour series, delivery of Women's Summit for International Women's Day and Helping Parents Thrive masterclass series.



Part time employees

Difference between part time male and female employees

Year	Mean		Median	
	2023	2022	2023	2022
Hourly pay	23.3%	-19.5%	-21.0%	-34.8%

Part time men are paid 23.3% more on an average hourly basis than women. In 2022, part-time male colleagues were concentrated in less senior roles which drove the inverse of the overall pay gap driver. In 2023, the widening of the gap was driven by an increase in part-time male colleagues in senior roles.

Temporary employees

Difference between temporary male and female employees

Year	Mean		Median	
	2023	2022	2023	2022
Hourly pay	-26.1%	-3.3%	-7.1%	0%

Female representation in Temporary Staff has increased which has had an impact on the overall female average hourly rate.

Bonus Remuneration

Difference between bonus remuneration of male and female employees

Year	Mean		Median	
	2023	2022	2023	2022
Bonus	3.0%	0%	0%	0%

Additional Information

Year	Male		Female	
	2023	2022	2023	2022
% of employees who received bonus pay	1.0%	0%	0.8%	0%
% of employees who received benefit in kind	95.9%	90.7%	95.6%	90.2%

Men and women receive BIK at similar levels.