



Tierney's Office Automation Limited - Gender Pay Gap Report 2025

Introduction

This report details our Gender Pay Gap metrics for 2025 and the reasons for our Pay Gap. Tierney's pays all males and females equally across the company. We aim to always find the best person for every job, to support and develop our people to ensure everyone has the best chance to succeed and to fairly and equitably acknowledge and reward everyone's efforts.

The Gender Pay Gap measures the average difference in pay between all men and all women in an organisation, regardless of role, seniority, or function.

The reporting date for this report was 30th June 2025

Tierney's mean pay gap is already significantly below the average pay gap in Ireland.

Mean and Median Gender Pay Gap

The **mean gender pay gap** is calculated by using the hourly pay of all full-pay employees to calculate the difference between the mean (average) hourly pay of males, and the mean (average) hourly pay of females. To compute this figure, we standardise all employee compensation to an hourly rate, aggregate these amounts, and then divide by the total number of relevant employee.

The **median gender pay gap** is calculated by arranging the hourly pay rates of all male and female full-pay relevant employees from highest to lowest. Taking the hourly pay rate of the middle-ranked male and female, the difference between the midpoint in the male and female's pay is the median gender pay gap.

The calculation of the mean and median bonus gender pay gap employs the same methodology



2025 Gender Pay Gap Information

(Snapshot date 30th June 2025)

MEAN HOURLY gender pay gap (ALL)		3.29%
MEAN HOURLY gender pay gap (PART-TIME)		-10.77%
MEAN HOURLY gender pay gap (TEMP CONTRACT)		N/A
MEDIAN HOURLY gender pay gap (ALL)		-5.74%
MEDIAN HOURLY gender pay gap (PART-TIME)		-19.31%
MEDIAN HOURLY gender pay gap (TEMP CONTRACT)		N/A
MEAN HOURLY BONUS gender pay gap (ALL) *		34.95%
MEDIAN HOURLY BONUS gender pay gap (ALL)		-100%
Percentage of employees per gender to RECEIVE A BONUS	Female 79.31%	Male 78.95%
Percentage of employees per gender to RECEIVE BENEFIT-IN-KIND	Female 0%	Male 8.62%
Percentage of employees within LOWER REMUNERATION QUARTILE**	Female 21.05%	Male 78.95%
Percentage of employees within LOWER MIDDLE REMUNERATION QUARTILE**	Female 25%	Male 75%
Percentage of employees within UPPER MIDDLE REMUNERATION QUARTILE**	Female 31.58%	Male 68.42%
Percentage of employees within UPPER REMUNERATION QUARTILE**	Female 21.05%	Male 78.95%

* Bonuses are awarded for length of service and our employee referral scheme

** Quartile pay bands are calculated by splitting all employees into four even groups according to their level of pay

Analysis of our results:

- 80% of our team members who have opted to work part-time are female
- The mean bonus payment gap is 34.95% due to a majority of males in our senior leadership team & sales team