



O'Connor Pyne & Co. Limited

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O'Connor Pyne & Co. Limited Gender Pay Gap Report 2025

Introduction

O'Connor Pyne & Co. Limited is publishing this report in accordance with the Gender Pay Gap Information Act 2021 and the Employment Equality Act (Section 20A) (Gender Pay Gap Information) Regulations 2022.

This report outlines the gender pay gap data for **30 June 2025**.

Workforce Overview

Total number of employees: 58

Percentage of male employees: 38%

Percentage of female employees: 62%

	Full-time employees	Part-time employees	Total employees	Of whom are temporary
Male	19	3	22	12
Female	28	8	36	10
TOTAL	47	11	58	22

Gender Pay Gap Mean & Median Hourly Remuneration Differences

	Mean Hourly Gap %	Median Hourly Gap %
All Employees	-17.54	-81.37
Part-time Employees	10.72	24.06
Temporary Employees	2	0

Gender Pay Gap Bonus & Benefit in Kind Remuneration Differences

	%
Percentage of males receiving a bonus	72.73
Percentage of females receiving a bonus	83.33
Mean bonus pay gap	-123
Median bonus pay gap	-42.86
Percentage of males receiving benefits in kind	9
Percentage of females receiving benefits in kind	0

Gender Pay Gap Quartile differences based on gender

Quartile	Male (%)	Female (%)
Upper quartile	46.67	53.33
Upper middle quartile	40	60
Lower middle quartile	21.43	78.57
Lower quartile	42.86	57.14

Statement / Commentary

These results are shaped by a number of key factors, including:

- A significant factor is that women hold a substantial proportion of our senior management and leadership positions. Because senior roles are typically associated with greater responsibilities, this contributes to the higher average pay for women overall.
- We also have more women than men in our workforce as a whole. This higher proportion of female employees shifts the aggregate numbers.
- Our compensation structure is gender-neutral in design. We do not have pay scales that differentiate by gender; instead, pay is determined by the role, level, performance, and experience. The fact that women are doing very well in this structure is reflective of their strong representation, rather than any preferential pay policy.
- Part-time positions are predominantly occupied by women in this reporting period.
- The percentage of male employees receiving benefits in kind (BIK) is more than females. The only staff in the Company who currently receive BIK are the two founding partners. These benefits were granted many years ago and are legacy arrangements from the firm's early days. This benefit is not part of a broad employee-benefit programme; their BIK is specific to their status and role within the business, rather than being offered universally to staff in the firm.

O'Connor Pyne & Co. Limited is committed to equality, diversity, and inclusion in the workplace and will continue to review our policies and practices to support this.

Declaration

I confirm that the information and data provided in this report are accurate and prepared in accordance with the Gender Pay Gap Information Regulations.

Signed:



Oriel Lawton
Partner

Date:

26/11/2025