



# **GENDER PAY GAP REPORT**

VERSION 1.0



# Executive Summary

Our people are, and always will be, our most valuable asset.

As part of our ongoing commitment to inclusion and equality, Scurri has published our first Gender Pay Gap report in accordance with our obligations in 2025 as an Irish employer with over 50 employees.

This report provides a clear baseline. We are transparent about our findings and are fully committed to the long-term work of building an even more balanced and equitable workplace.

## Our 2025 Gender Pay Gap

- Mean Ordinary Pay Gap is **23.25%**
- Median Ordinary Pay Gap is **19.31%**

It is essential to recognise that our Gender Pay Gap is driven by the **structure of our workforce**, not by an issue of unequal pay. Our annual reward reviews confirm that we practice **equal pay for equivalent roles**, regardless of gender.

The primary driver of our gap is an **under-representation of females in our technical roles** (such as software development and software sales), which include many of our highest-paid positions. This is reflective of the well-documented, industry-wide challenge in the Irish technology sector.

While we are proud of the strong proportion of women in management and team-leading roles across our business, we recognise that improving the gender balance in our technical departments is the key to reducing our pay gap.

Our bonus data positively demonstrates our commitment to fair and equitable reward systems.

- Access to bonuses is highly equitable, with **80% of men** and **77% of women** receiving a bonus in 2025.
- Our **Median Bonus Gap is 0%**, showing that the typical bonus payment is identical for both men and women.

We are committed to reducing our gender pay gap. Our focus will be on improving female representation at all levels and in all departments. Our ongoing actions include:

1. **Promoting STEM Careers:** Actively engaging with schools and universities to promote technology careers for women and expanding our internship programme for female graduates.
2. **Developing Our People:** Strengthening our internal succession pipelines to ensure we are developing women for senior and technical-leadership roles.
3. **Supporting Our Employees:** Continuing to invest in our comprehensive wellbeing support, including dedicated resources for women's health.

This report provides us with a clear baseline and we are fully committed to the long-term work of improving female representation at all levels of our business.



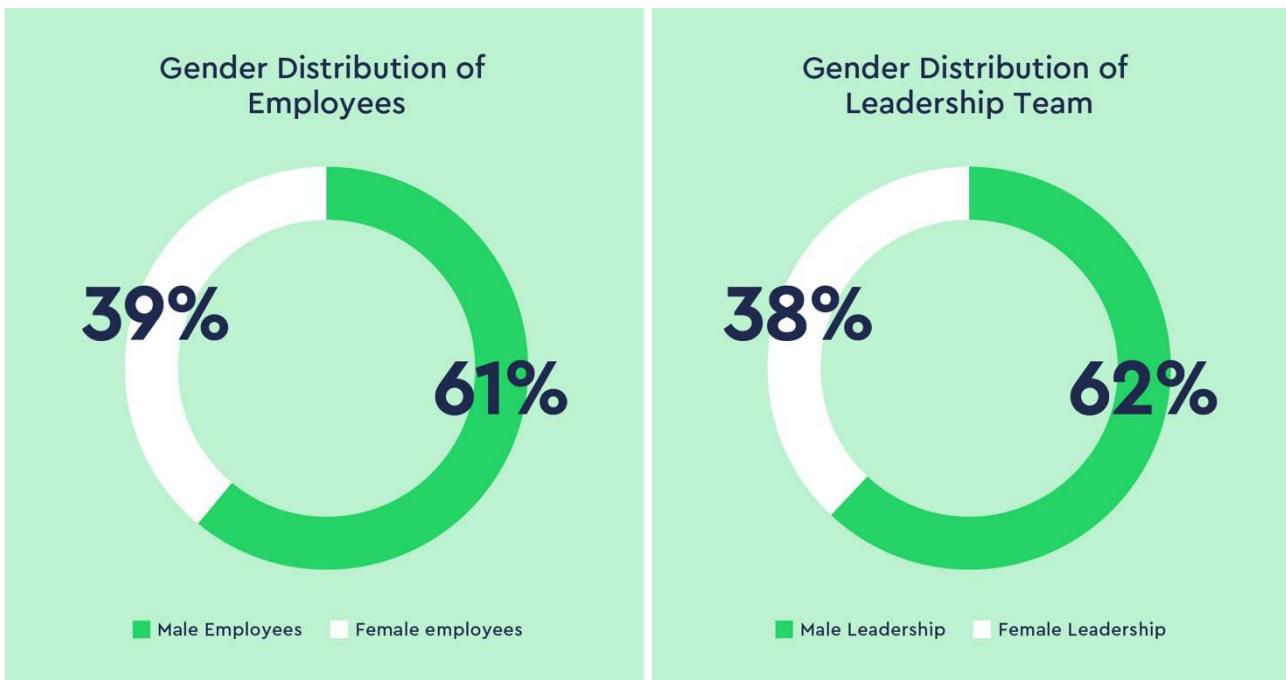
Jason Norval  
Head of People

# 1 Inside Scurri

We're a driven, resourceful and energetic group spread across Operations, Product, IT, Finance, Customer Success, Sales, Marketing and People functions. We collectively share an aspiration to deliver a world class product, unrivalled service, and a desire to be there for our clients whenever we're needed.

Our values shape everything we do, and we hold ourselves accountable to the high standards they set. We constantly ensure that our actions, output and environment are aligned to create a distinct identity and high performing workplace.

On the snapshot date of 30th June 2025, our business looked like this:



We work hard as a business but also recognise that our employees have a life outside of the office. That's why we offer a great benefits package, not just competitive and fair salaries.

All employees are eligible for comprehensive healthcare through VHI from the day they start in the organisation. This includes access to an Employee Assistance Programme and counselling support should that be required.

All employees are provided with 4x Death in Service cover from day one and the option to join the company pension scheme upon the successful completion of their probation period. Scurri also supports good causes through two paid volunteer days for all staff.

In addition to these benefits, we also have an on-site gym, thriving social club, provide breakfasts and treats as well as a range of company wide events and training.

## 2 Gender Pay Versus Equal Pay

At Scurri, we pay male and female employees equally for the same or equivalent work. Our pay principles ensure that gender is not a factor in how we deliver rewards.

Measuring a Gender Pay Gap is not the same as measuring Equal Pay. They are separate and distinct.

The Gender Pay calculation is a measure and comparison of the difference between the average earnings of all men and women employed within an organisation. It makes no allowance for job types, seniority nor levels of experience.

Equal Pay calculations however, do consider these factors and relate to individuals who carry out the same job or perform work of equal value.

### 3 Our Gender Pay Statistics

In accordance with the Gender Pay Gap Information Act 2021, which requires all companies with 50 or more employees in Ireland to publish their gender pay statistics annually, the following data is provided for Scurri as at the snapshot date of 30th June 2025.

#### 3.1 The Mean and Median

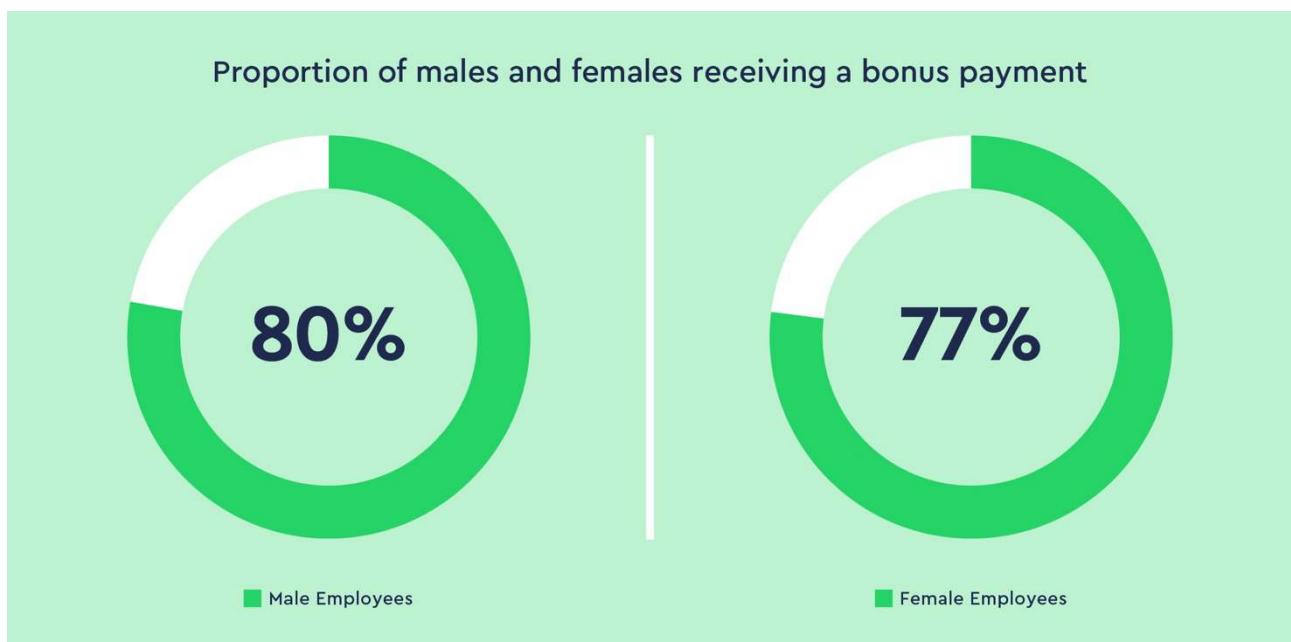
The Mean calculation is the difference between the average of men and women's ordinary pay and bonuses/commissions.

The Median calculation is the difference between the midpoints in the ranges of men's and women's ordinary pay and bonuses/commissions.

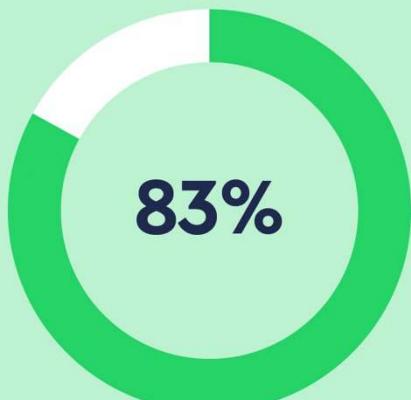


#### 3.2 Proportion of Employees Receiving a Bonus Payment

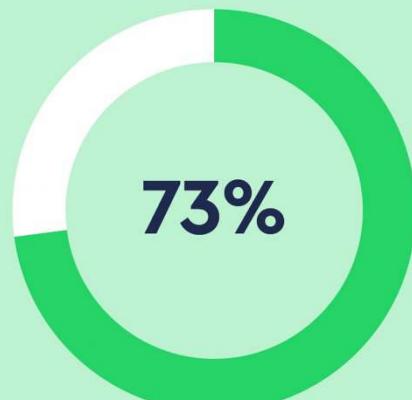
Our Mean Bonus Gap is 47% and our Median Bonus Gap is 0%



### Proportion of Males and female receiving Benefit in Kind payment

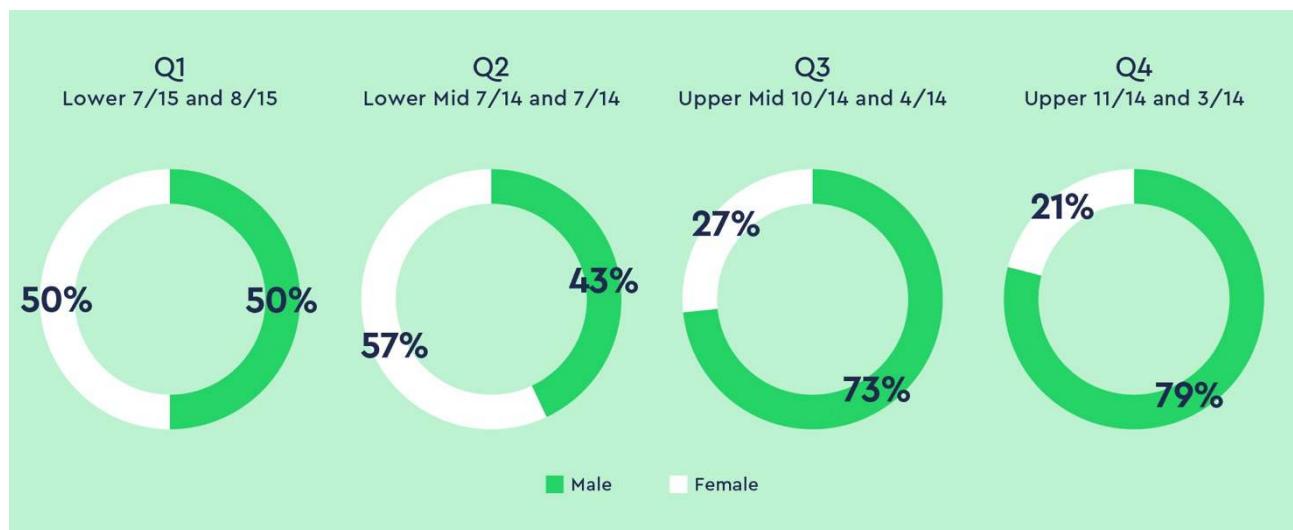


■ Male Employees



■ Female Employees

### 3.3 Proportion of Males and Females in Each Pay Quartile



# 4 Understanding Our Pay Gap

## 4.1 Ordinary Pay Gap

Our mean hourly pay gap of 23.25% and a median gap of 19.31% indicate that, on average, women earn less than men at our company. The primary reason for this gap is an uneven representation across different levels of the business.

An analysis of our pay quartiles clearly illustrates this imbalance:

- **Lower & Lower-Middle Quartiles (Q1 & Q2):**

We have a balanced, or even majority-female, representation in the lower half of our pay structure (50% female in Q1, 57% in Q2).

- **Upper & Upper-Middle Quartiles (Q3 & Q4):**

In contrast, the upper half of our pay structure is predominantly male (73% male in Q3, 79% in Q4).

This shows that the pay gap is not due to a failure to pay women equally for similar roles, but rather a reflection that we have more males in higher-paid positions and leadership roles.

This disparity is a result of the gender composition of certain parts of our business operation - specifically Software Development and Sales teams. Such roles attract a higher than average base remuneration package due to their technical nature and the addition of performance based commission payments respectively.

The under-representation of women at senior levels and in technology roles remains a significant industry-wide challenge in Ireland, as well as globally, to which Scurri is not immune. There is a systemic gender imbalance in the Irish Technology sector. In 2024, only 24.6% of graduates in ICT disciplines were female.

This presents a distinct challenge in attracting female talent into software and technical sales roles, particularly given our rural location. This is reflected in the low volume of female applications we organically receive for such vacancies.

## 4.2 Bonus Pay Gap

The bonus pay gap calculation presents contrasting results.

The mean bonus gap of 47.15%, is primarily driven by the same issue affecting our ordinary pay: the higher representation of male employees in sales roles with performance related commissions /bonuses and seniority.

However, our median bonus gap is 0%.

This is a significant finding.

It demonstrates that the typical bonus value for an employee is identical for both men and women. Furthermore, the proportion of employees receiving a bonus is nearly equal (80% of men and 77% of women), showing that access to our bonus scheme is equitable.

This tells us that while our bonus system is fundamentally fair at most levels, the higher-value bonuses associated with sales performance and leadership roles are skewing the average difference.

# 5 What We're Doing

## 5.1 Recruitment and Attraction

Scurri is committed to treating all applicants fairly and equally regardless of their gender or other protected characteristics.

Rather than simply relying on organic advert response, we proactively reach out to potential candidates across all our vacancies to uncover the widest pool of applicants possible across all disciplines. There is no bias, gender or otherwise applied to our recruitment processes.

We ensure that our adverts are gender neutral and our interview panels are gender diverse at all times.

During the 12 month period of review, we successfully attracted and supported the relocation of two senior female role holders to the Wexford area from the UK and within Ireland.

## 5.2 Working Pattern

Most of our workforce operates a three-day in-office working practice. This provides some flexibility around commuting times and family life.

## 5.3 STEM Career Promotion

Scurri supports a number of initiatives in the promotion of STEM careers for females.

We participate in regional steering groups including local Skillnet the South East Technical University (SETU) ICT Board and regularly present to schools on the topic of technical careers both on site and at employment fairs.

During 2025, we have offered and engaged 4 female students/graduates as interns across our marketing and technical support teams with great success.

## 5.4 WellBeing and Women's Health

Scurri provides tools, policies and direct support to employee wellbeing, mental health and resilience.

Through our health provider, VHI, employees can access webinars and advice relating to women's health issues and have access to the Vhi Women's Health Clinic, which provides holistic care for women experiencing perimenopause and menopause.

Scurri provides suitable, private, and hygienic facilities along with paid, protected breaks for breastfeeding mothers returning to the workplace. Offering free sanitary products in the bathrooms is also a positive inclusion.

## 5.5 Employee Experience

Scurri provides structured training programmes across the business in order to develop knowledge and capabilities for all employees. Developing future female talent and succession candidates is a business priority.

We share feedback and actionable insights through our employee engagement platform that provides us with a company, team and gender specific lens.

This allows us to build greater empathy and insights into the experiences of our male and female employees.

## 5.6 Pay Equity

Scurri continues providing data insights to our managers and recruitment team to enable equitable pay decisions; and conducting regular pay equity analyses as a part of our salary program and recommending increases for targeted individuals based on outcomes of these analyses regardless of gender.

## 6 Declaration

We confirm that this report is true and accurate and our data has been prepared following the requirements of the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 and the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) (Amendment) Regulations 2024.