



# Ireland Pay Gap Report

## December 2023

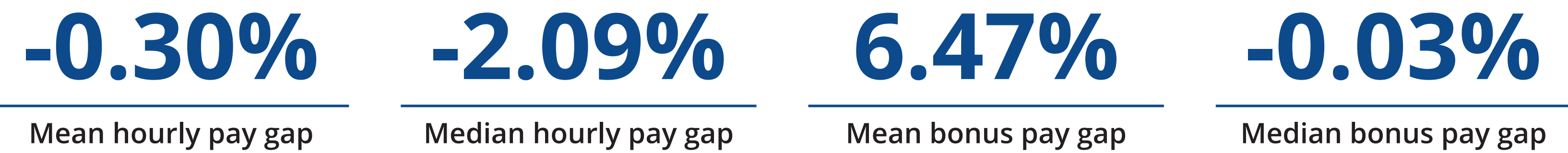
Reporting period 16 June 2022 to 15 June 2023



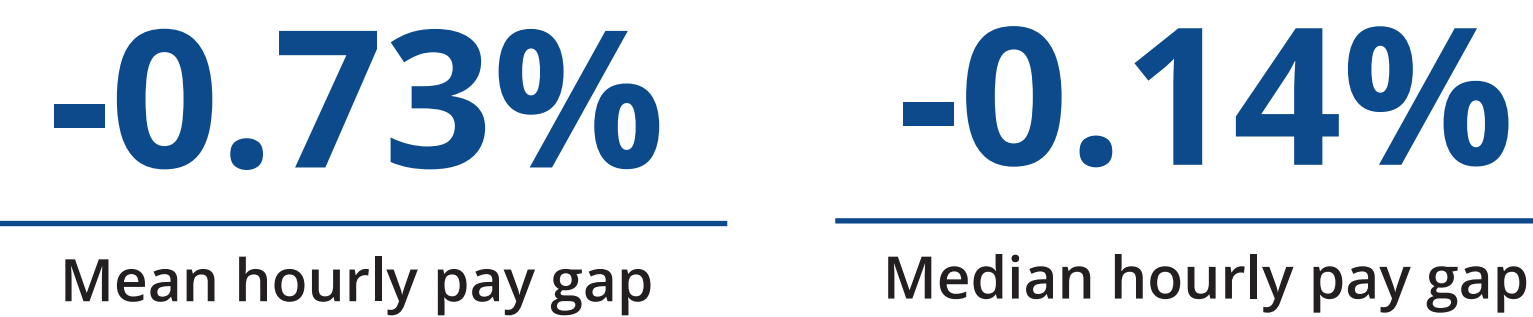
# Analysis of Gender Pay Gap Report

A gender pay gap which is positive indicates that, on average across the employed population, women are in a less favourable position than men. Where the gender pay gap is negative, this indicates the reverse of that, on average, men are in a less favourable position than women.

## Full-time Employees



## Temporary Employees\*



\*note no part time employees to report

## Headcount

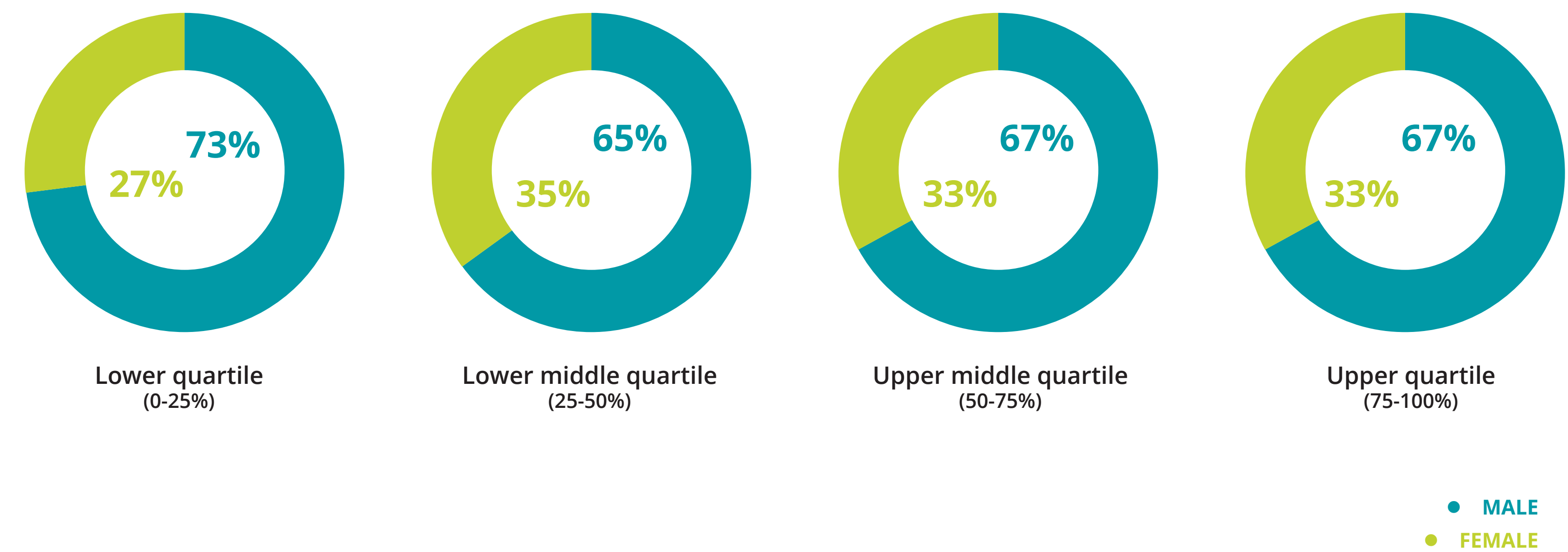


Total Headcount: 277 employees (as at 15 June 2023)

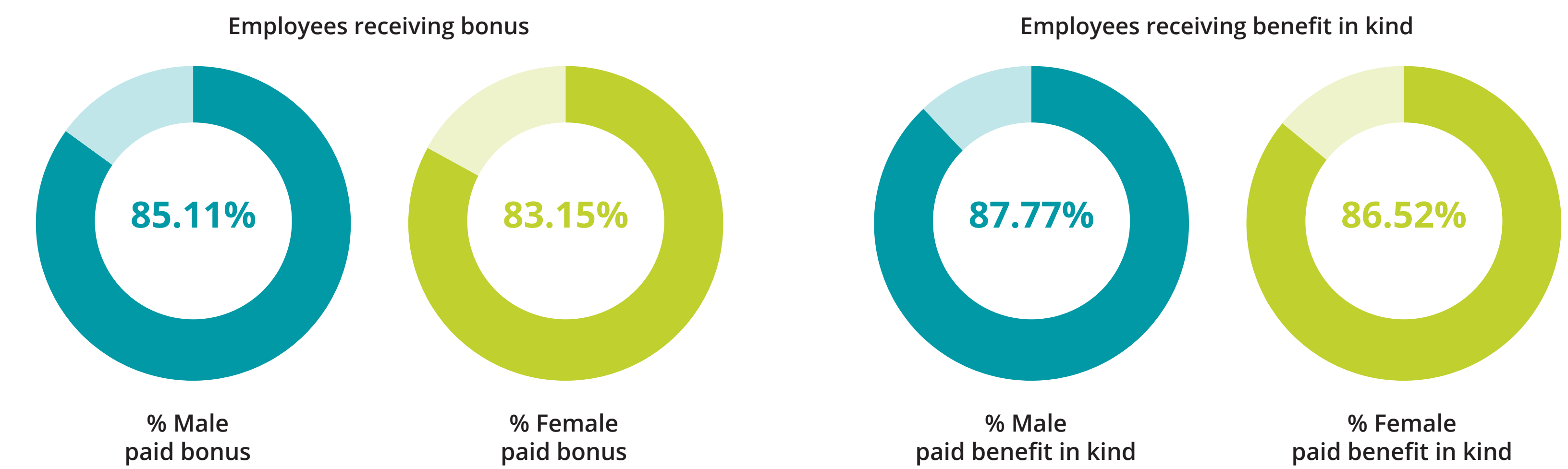




Quartiles analysis on proportion of male and female population based on hourly remuneration.



Portion of male and female employees receiving bonus and benefit in kind





# Our Story: Unum Ireland's Gender Pay Gap

The Gender Pay Gap Information Act 2021 requires companies with greater than 250 employees to report on its gender pay gap across a range of metrics. This is Unum Ireland's first report as our continued growth brought us across the threshold in 2023.

The analysis in this report is based on the guidelines within the Act, namely the gender pay gap is the difference between the average hourly wage of men and women across the workforce, without differentiation for job, grade or other business factors.

## About Unum Ireland

Unum Ireland based in Carlow is a Technology and Digital Transformation centre supporting its US parent company, a leading provider of income protection. Our team of Technology professionals build solutions and critical business applications to digitally transform the way we do business. Recognised as a Great Place to Work and a Best Workplace for Tech for the past two years, in 2023 we were also recognized as a Best Workplace for Women. Over the past 15 years, we have proudly built a culture and brand where we strive to be innovative, flexible, and forward-thinking in our practices and ways of working. Competing in Ireland's ever changing Technology market to attract and retain talent, we provide an environment to thrive – learning, developing and working as part of a global team to drive digital transformation.

## Our gender pay gap

The technology sector has a significant male bias both in the current experienced hires talent pool and the percentage of graduates qualifying from universities to enter the industry. Our female population is 32%, which is in line with the current percentage of females working in Ireland's technology sector. Our gender pay gap is positive from a female

perspective across the company. In Unum Ireland, we know that our gender pay gap is driven by the higher percentage of females employed in senior level roles than females in graduate and junior level roles.

Our findings also capture 30 Interns who were on a six-month placement during the snapshot date. These 30 interns will be represented in our first quartile as a result of their role and lower wage income, which may have an impact on the six months of the year when this program is not running.

## Our gender bonus pay gap

Bonus pay is made of numerous different bonus elements such as performance assessment in prior period, business outcomes and market conditions. Our results highlight a relatively low percentage gap in this period. While the gender balance in the company is in line with the technology industry it does result in slightly greater number of males in leadership roles. More senior roles tend to have a higher percentage target bonus.

## Our BIK pay gap

Healthcare is the only benefit that attracts benefit-in-kind taxation. It is offered too all permanent full-time employees. It is important to consider on the snapshot date, there are 30 Interns on their 6-month placement who are not eligible for this benefit. There is also a small percentage of employees who do not take the benefit at their discretion.

## What is the mean and medium?

The mean is the average pay or bonus for a woman and a man.

The median is the 'middle' pay or bonus for a woman and a man, when all values are distributed from low to high. The median is considered more meaningful as it is less affected by outliers.





# Our Initiatives

While this year is our first year to report, we have several initiatives, practices and actions underway to firstly support female representation in the Technology Industry and secondly to support our female employees in their roles and as learn, progress and grow in Unum.

In 2023, Unum Ireland were recognized as a Best Workplaces for Women™, which considers our workplaces as a positive and supportive workplaces for women in particular, recognizing organisations that go above and beyond to ensure that the women in their workforce are treated fairly when it comes to pay, recognition, training and promotion opportunities; where they can take the time off they need to attend to childcare or other family commitments; and where they are encouraged, empowered, and supported to do their best work.

## **STEM'ing Ahead: Our External commitment to STEM community**

STEM'ing Ahead is our commitment to making an impact on the future of the IT industry to increase female representation and improve gender parity in the workplace. This includes a collection of initiatives aligned to Unum's I&D Strategy through both national and local platforms.

### **National**

#### **I Wish - Involvement in a national community to encourage stem at teenage level:**

I WISH is a community committed to showcasing the power of Science, Technology, Engineering, and Math to teenage girls. I Wish, inspires teenage girls globally towards STEM and completes annual surveys to give insight into teenage girls about perceived barriers to a career in STEM.

Unum Ireland took place in their annual STEM Showcase event in February 2023 at the RDS Dublin. We showcased the different types of roles in Technology to break the stigma of who works in Tech companies.

### **Education**

#### **Leverage current University partnerships with SETU Carlow & Waterford, Maynooth University**

Unum Ireland has a very successful Internship program running over the last 10 years. This is how we successfully build and sustain our talent pipeline. In 2023, we had our largest class of 30 Interns as we continue to grow in the Irish market.

In 2023, we ambitiously put forward a goal of 50% of gender split as part of our next intake in 2024. Striving to reach this split is ambitious as our partner universities female enrollment in Computing is between 10 to 15%. We are positively impacting that change at level 10 and 11 through the Internship program. If the talent is not available in the market, we need to continue to develop this pipeline.

### **Summer Intern Taster**

In summer of 2023, we introduced a gender specific 3-week mentorship program for students finishing their second year of computing studies in our Partner Universities. There were 12 female students enrolled to gain work experience and shadow different roles across our IT organization. This is to support females as they prepare to present themselves for Internship but also to encourage them staying in the program, as statistically there is often a higher drop out rate for females after year one and two in third-level.

### **Creating new partnerships with a local Primary and Secondary School**

In 2023, under our Stem'ing Ahead umbrella, we created a six-week program for one local primary school and one secondary school. The six-week program allows us to give knowledge on the Technology Industry, selecting a role to discuss each week with an activity to match to showcase how they have skills and abilities that may be applicable to the type of work.

A number of employees volunteered their time to create the program, also





becoming STEM Ambassadors, sharing their experience and how they use their skills as part of their every-day lives.

### International Women's Day

On 7th March 2023, we held an event for all Ireland employees plus 120 5th year students from an all-female secondary school St Leo's College, Carlow.

### Industry Days

On four separate dates over an eight-month period, we invite four separate Leaving Certificate Vocational Programme (LCVP) classes from St Leo's College, Carlow. During three separate presentations, we give them information about Unum, our Internship Programme and a new technology in the business. We also educate them on the percentage of females in the Technology Industry and how we are trying to increase female participation through primary and secondary education.

### The importance of Diversity & Inclusion at Unum

At Unum, Inclusion and Diversity is a business imperative: a culture of belonging where our employees see themselves in every aspect of our business makes us all more successful.

### Our Employee Networks

Our Employee Networks (EN) are essential to the development and implementation of our Inclusion and Diversity strategy. ENs advance belonging and uniqueness by networking, building community through shared experiences and advising company-decision-making on Inclusion and Diversity issues.

- bePROUD (LGBTQ+ Employee Network)
- enABLE (Disabilities Employee Network)
- UNITed (Multicultural Employee Network)
- upLIFT (Gender Equity Employee Network)

### Diversity Education & Awareness

**Better with U** is our five-part module internal training program designed to inspire self-reflection and explore deep understanding of the day-to-day actions needed to achieve diversity of thought. We continue to advance our

knowledge through eLearning training and educate on Diversity, Equality and Inclusion internally. Winning the Silver Award through the Irish Centre for Diversity, we will leverage our partnership for further awareness, training and education.

### Enabling Career Growth & Opportunities

Unum provide a number of resources to support and grow leadership including our core behavioural competencies: Leadership Expectation Behaviours and or L&D program Accelerated Leadership Program.

We have structures in place to support equal opportunities to promotion, with a focus on promotion at the early management level to increase number of females in leadership positions.

As individuals grow and are promoted in their careers, we have a set framework to showcase IT Career Path for each job family and to clearly outline their role in the organization and their options to grow. We also normalise nonlinear career paths.

### Annual Compensation Cycle

Our annual compensation cycle analyses all data including gender statistics to deliver fair compensation practices with transparency and equity.

### Support a Diverse Candidate Pipeline

As we have increased in employee size by 100% over a two period, a key strategy is to proactively source a diverse pipeline with fair and valid recruitment practices to the forefront. Set a diverse group of interviewers using competencies in line with job role, completing a fair and valid interview process. In 2022, we reshaped our advertisement of jobs to the marketplace.

### 2024 & beyond

While we have a proactive Diversity & Inclusion Strategy incorporated into our people processes and employee experience, we continue to work on initiatives to support a greater gender balance in our organization and the technology sector of Ireland. We will continue to create and develop initiatives to support females in Technology into 2024 and beyond.







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