

## Women's Aid Statement Regarding Gender Pay Gap Reporting 2025

Women's Aid is a national, feminist organisation working to prevent and address the impact of domestic violence and abuse including coercive control, in Ireland since 1974. Our vision is an equal Ireland, with zero tolerance of domestic abuse and all other forms of violence against women.

Women's Aid is an organisation that has **Courage, Co-Operation, Inclusivity, Empowerment, Equality and Change** as its core values. We value all our staff and volunteers and strive to ensure that the esteem in which they are held is reflected in all our policies and practices. In particular, our approach to remuneration is founded on the outcome of a comprehensive review of remuneration in all functions across the organisation. Our structure has clear pay ranges for different categories of employees.

On the introduction of our remuneration policy, a calibration exercise was carried out which ensured that the pay of all our employees is appropriate, and that any anomalies were addressed. The pay of all new entrants is determined through a careful process of ensuring that the expectation of the candidate is met, while ensuring that the package to be offered and applied is equal and fair, vis-à-vis our existing employees.

Notwithstanding our clear framework, which is carefully and consistently applied, as part of our obligations under the 'gender pay gap' framework, we carried out a full audit of all our pay data, ensuring that is complete and accurate.

All decisions regarding pay and all elements of our remuneration package, as well as all our employment-related decisions are made based on entirely objective criteria, indifferent to any characteristic, and in particular, in the context of this report, the gender of the individual.

We have employees of both genders as well as non-binary. Having given very careful consideration to our obligations, and in particular, to our reporting obligations, Women's Aid has reached the conclusion that it would be wholly inappropriate to disclose any data, as to do so, would pose an unavoidable risk that personal data may be disclosed. This is the case, even with anonymisation, and all other potential safeguards that were considered.

We are fully committed to equality of opportunity across all aspects of how we operate and are fully satisfied that notwithstanding non-disclosure of specific data, we comply fully with our obligations and beyond.

In compliance with our obligations, we have undertaken analysis to identify apparent gaps and have concluded that there is no inequity and, therefore; that there are no steps required to be taken to address these. Women's Aid remains committed to continuing to ensure our policies, procedures and practices remain grounded in our stated values.

**November 2025**