

A background image of an office interior. In the foreground, three people (two women and one man) are looking upwards and to the right. The woman on the left has glasses and dreadlocks. The woman in the center has long dark hair. The man on the right is partially visible. The background is filled with numerous colorful sticky notes (yellow, green, pink, blue) pinned to a glass wall or partition. The overall lighting is bright and modern.

Dun & Bradstreet Gender Pay Gap Report 2025

Ireland

November 2025

Corporate Statement on Diversity and Foreword

Dun & Bradstreet's Ireland business is aligned with our corporate diversity statement, designed to help us create a modern, inclusive working environment for those who work for and with us around the world. Our statement guides our actions:

At Dun & Bradstreet, we know that our success is driven by the innovation, effort, and passion of all our team members. We are committed to a diverse and inclusive workforce where many differences as well as perspective of thoughts, beliefs, education, background and experiences are purposefully brought together. Here, our employees are valued, empowered and supported, with access to industry-leading growth and development opportunities. All team members contribute to our success, whether that's measured in financial performance, the strength of our relationships with customers and partners, how we give back to the communities where we live and work, or how we collaborate with one another.*

**Differences of race, colour, religion, creed, sex, age, national origin, citizen status, disability status, sexual orientation, gender identity or expression, pregnancy, genetic information, protected military and veteran status, ancestry, marital status, medical condition or any other characteristic protected by law.*

When we started keeping records in 1841, we delivered credit reports in leather-bound books. Today, we deliver business information globally, in fractions of a second. We help clients to make smarter decisions.

Our strength comes from combining the right data and the right people. We are a global team of experts who are driven by a common curiosity: to find new ways to turn data into insight – so that our clients can turn insight into value.

And we apply this thinking when it comes to our internal policies and processes as well. We welcome the opportunity to take a deeper dive into the data behind our gender pay gap to understand our talent and seek out opportunities to celebrate and accelerate our diversity and inclusion strategies.

This report examines data from June 2024 - June 2025. We leverage the insights the data provides to recognise our progression, continue to challenge our approach, and guide the next steps to take us closer to our ongoing objective to be consciously inclusive.

Ireland Gender Pay Gap Reporting

The Gender Pay Gap Information Act 2021 requires all employers in Ireland with 150 or more employees to publish details on their gender pay gap across a range of metrics.

Gender pay gap reporting is designed to capture the extent to which women and men are represented across various levels of the organisation.

The “gender pay gap” measures the difference in average hourly pay between men and women across the entire workforce and does not consider other factors such as job type, job level, time in role, or performance. Pay is calculated as basic pay, allowances, overtime and performance related bonuses.

While this is not the same as an analysis of pay equality or equal pay, (where male and females carrying out the same role or at the same level of seniority are paid the same), it is still an important exercise that we can use to review and reflect on our current practices and ensure we develop a robust action plan to steer future efforts.

2025 Ireland Gender Pay Results

The below results are for Dun & Bradstreet based on a snapshot date of 30 June 2025.

Hourly pay gap

What is it? The difference in hourly pay between male and female employees, as a percentage of the hourly pay for male employees.

Mean	Median
27%	27%

Bonus pay gap

What is it? The difference in bonus pay between male and female employees as a percentage of the bonus pay for male employees.

Mean	Median
33%	58%

Bonus pay recipients

What is it? The percentage of male and female employees who received bonus pay during the twelve months period preceding the snapshot date.

Male	Female
93%	92%

Benefits in kind recipients

What is it? The percentage of male and female employees who received benefits in kind during the twelve months period preceding the snapshot date.

Male	Female
95%	98%

Pay quartiles

What is it? The percentage of males and females in each pay quartile, based on hourly pay.

	Lower	Lower Middle	Upper Middle	Upper
Male	33%	57%	79%	88%
Female	67%	43%	21%	12%

The analysis of mean and median hourly pay gaps, bonus pay gaps and pay quartile distribution highlights that the disparities observed are primarily driven by the underrepresentation of females in senior, higher-paying roles and roles with greater bonus potential. With an overall workforce composition of 65% male and 35% female, males are more heavily represented in leadership positions where both base salaries and bonus opportunities are higher. Conversely, females are more concentrated in the lower pay quartiles and in roles with smaller bonus opportunities.

In terms of bonus remuneration, 93% of males and 92% of females received a bonus during the reporting period. This near parity suggests equitable distribution among eligible employees.

Although 100% of employees are offered the BIK benefit, some choose not to participate. Uptake is slightly higher among females (98%) than males (95%), but this variation reflects individual choice rather than systemic disparity.

Affirmative Action Plan

Dun & Bradstreet Ireland's gender pay gap is primarily driven by a higher proportion of men in senior leadership and technical roles, particularly within our engineering teams. These positions typically command higher levels of remuneration, contributing to the overall gap. As a data and analytics company, many of our roles require qualifications in science, technology, engineering, and mathematics (STEM), disciplines in which women remain significantly underrepresented. This further compounds the challenge of achieving balanced gender representation across our workforce.

To address these challenges and drive meaningful change, we continue to build on our established **Affirmative Action Plan**, anchored in four strategic pillars: Attract, Develop, Empower, and Retain. These pillars have guided our long-term approach to fostering gender equity and remain central to our efforts:

ATTRACT

We attract diverse talent by embedding inclusive hiring practices and focusing on increasing female representation through targeted outreach and equitable access to opportunities.

DEVELOP

We support career growth through leadership programs such as *7 Talents* and *Is Leadership My Next Step*, designed to inspire team members to explore future opportunities and build confidence in their career progression.

EMPOWER

Our Global Compensation Leader Toolkit supports leaders in applying fair and unbiased pay and reward practices, helping to enable gender-balanced progression. Through our WISE (Women in Support of Empowerment, Equality & Excellence) network, we foster a supportive and inclusive community that champions the development and advancement of women.

RETAIN

We retain and connect talent through year-round events that celebrate culture, creativity, and community-building appreciation, collaboration, and belonging.

Closing the Gap: The Next Chapter

The Global Career Pathway initiative, actively implemented throughout 2025, will continue into 2026, providing employees in Ireland with greater visibility and access to career development opportunities. With a strong focus on leadership competencies, this initiative supports the growth and advancement of internal talent. These efforts are further strengthened by the WISE network's emphasis on leadership, showcased through a series of impactful events and engagements.

We remain committed to listening to our employees and taking meaningful action based on feedback from engagement surveys. Structured check-ins between leaders and team members ensure that development and progression remain a consistent priority.

We acknowledge the broader underrepresentation of women in STEM fields, which underscores our long-term commitment to inspiring and supporting girls and women in pursuing careers in science, technology, engineering, and mathematics.

Through partnerships with Irish charities like **Teen-Turn**, which provides hands-on STEM experiences and mentorship to teenage girls, we aim to ignite early interest and foster a more inclusive and diverse talent pipeline. Additionally, we recognise the value of returner programmes such as **Women ReBOOT**, which empower experienced female professionals to refresh their skills, rebuild confidence, and reconnect with career opportunities in the technology sector. We are actively exploring ways to engage with this talented pool to enhance female representation in technical roles.

We understand that meaningful change stems from sustained commitment. At Dun & Bradstreet Ireland, we remain dedicated to fostering an environment where every employee has an equal opportunity to grow, succeed, and contribute to our shared success.

About Dun & Bradstreet

For almost 200 years, Dun & Bradstreet has helped clients and partners grow and thrive through the power of data, analytics and data-driven solutions. Our ~6000 employees around the world are dedicated to this unique purpose, and we are guided by important values that make us the established leader in business decisioning data and analytical insights. Our data & insights are valuable at all phases of a business lifecycle and whatever the economic environment.

For more about Dun & Bradstreet, visit www.dnb.com/ie/



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