

A blurred office background featuring several people looking at a wall covered in colorful sticky notes. The image is overlaid with a dark blue gradient and a yellow rectangular frame around the title.

Dun & Bradstreet Gender Pay Gap Report 2024

Ireland

December 2024

Corporate Statement on Diversity

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 our business began in 1841, our data was gathered manually by men on horseback and published in leather-bound books. Today, our business information is collected and distributed in fractions of a second using the latest technology, including AI.

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 2023 - June 2024. 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 men and women 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 men and women 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.

Ireland Gender Pay Gap Results

Dun & Bradstreet's gender pay snapshot as of 30 June 2024:

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
28%	26%

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
35%	48%

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.

Female	Male
86%	71%

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

Female	Male
93%	97%

Pay quartiles

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

	Lower	Lower Middle	Upper Middle	Upper
Female	63%	45%	25%	7%
Male	37%	55%	75%	93%

The mean hourly pay gap, median hourly pay gap, median bonus pay gap and quartile data collectively highlight that these disparities are driven by the underrepresentation of women in senior, higher-paying roles and roles with greater bonus potential. With an overall gender distribution of 35% women and 65% men, women are well represented in lower pay quartiles and roles with smaller bonus opportunities, whereas men are more concentrated in leadership positions where salaries and bonuses are higher. This is the primary driver of the observed gaps in pay and bonuses.

The disparity between the percentage of women and men receiving bonus is driven by the new hire eligibility. In the reporting period, there are more men than women hired after the bonus cut-off date. If comparing only bonus eligible employees, 98% of both men and women received a bonus during the reporting period.

Although there is a slight difference in the proportions of men and women receiving benefits in kind, 100% of employees are offered the benefit but some choose not to participate.

Affirmative Action Plan

Dun & Bradstreet Ireland's gender pay gap is driven by a greater proportion of men working at more senior levels in the organisation and in our engineering teams. To narrow this gap, we need to enable more women to progress to senior levels in the company and we need to increase female presence in our engineering teams.

Dun & Bradstreet is committed to achieving this goal through the following focus areas:

ATTRACT diverse talent through training for our hiring managers on diverse and inclusive recruitment process, incorporating diversity in recruitment strategy briefings and assessing talent through gender balanced and diverse interview panels and targeting gender balanced shortlists for senior leadership roles.

DEVELOP talent across the organization through courses such as 7 Talents Leadership and Is Leadership My Next Step which are designed to inspire team members' thinking around future career paths.

EMPOWER our leaders with a Global Compensation Leader Toolkit to ensure we uphold fair and unbiased standards related to our company's pay and reward philosophies, enabling gender-balanced progression. Our WISE (Women in Support of Empowerment, Equality & Excellence) Employee Resource Group is a supportive community that provides our female team members with opportunities for personal and professional growth, sustainability, development and support, and fosters a culture of inclusivity and diversity.

RETAIN and connect our talent through an array of events throughout the year with seasonal, multi-cultural, sporting, charitable and creative themes fostering collaboration, community, appreciation and motivation.

Closing the Gap: The Next Chapter

A global career pathway project has been underway throughout 2024 and will continue into 2025 for all Ireland employees, with the aim of providing greater transparency on opportunities for progression. This includes a focus on leadership competencies to enable the development of our talent and will be complemented by the WISE employee resource group focus on leadership in various events throughout the year. We will continue to listen to the voice of employees by taking actions from our quarterly engagement survey and fostering regular leader conversations with quarterly check ins.

About Dun & Bradstreet

Dun & Bradstreet, a leading global provider of business decisioning data and analytics, enables companies around the world to improve their business performance. Dun & Bradstreet's Data Cloud fuels solutions and delivers insights that empower customers to accelerate revenue, lower cost, mitigate risk, and transform their businesses. Since 1841, companies of every size have relied on Dun & Bradstreet to help them manage risk and reveal opportunity.

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



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