



# **RBK Gender Pay Gap Report**

**December 2025**

# Introduction

At RBK, we are committed to fostering a diverse and inclusive workplace. This report outlines the results of our gender pay gap analysis, in compliance with Irish regulations on gender pay gap reporting.

The analysis reflects our dedication to understanding and addressing disparities and ensuring equal opportunities for all employees.



# Methodology and Definitions

- The gender pay gap represents the difference in earnings between male and female employees in an organisation, regardless of their role or work level. This is different to equal pay which compares men and women who perform the same role, or roles of equal value.
- Mean the sum of all the values in a list divided by the number of values.
- Median the middle value in a list where the values are listed in numerical order, from lowest or highest.
- The reporting period is June 2024 – June 2025.
- The 'pay gap' reflects the hourly rate of pay plus bonus between male and female employees. This is otherwise referred to as the remuneration gap.
- The report focuses on all employees including part-time and temporary.

# Summary

## Representation

- The number of employees at RBK has increased by 20% year on year from 211 to 254. There has been a greater increase in female employees than male, and females now represent 61% of the workforce (59% in 2024). Around 30% of the overall employee increase comes through acquisition, mostly at manager and senior manager level and all but one are female.
- Fee earners make up 85% of the organisation. 57% of fee earners are female (55% in 2024). Only 16% of non fee earners are male.
- This year female employees are better represented than males at all levels except Intern and Trainee however the balance between males and females is closest at both Trainee and Director levels (Trainee female: 48%, male: 52%, Director female: 53%, male: 47%).
- There is one male and 22 female part time employees.
- All temporary employees are Interns with 64% being male.
- The distribution of male and female employees across the different levels of the organisation impacts the gender pay gap.

# Summary

## Pay Gap

- The mean pay gap is slightly in favour of female employees at -1.9% (1.4% in 2024). Since last year there has been an increase in females at all senior levels and an increase in males at the most junior levels of Trainee and Intern. The pay gap, however, remains small.
- The median pay gap has widened since 2024 and is further in favour of females at -30.4%. Male representation has increased at junior levels and decreased at senior which has the effect of having a higher proportion of male employees at junior levels compared to last year, typically earning lower salaries.
- The pay gap is affected by employees who don't receive a bonus and includes Interns, employees who joined through acquisition and first year Trainees. If the pay gap is calculated excluding bonus the mean gap is -2.2% and the median is -24.8%.
- We have not reported the pay gap for part-time employees as the sample size is too small and an individual employees' salary could be inferred.
- College and Summer Interns are the only temporary employees. Both the mean (4.9%) and median (0.8%) pay gaps are in favour of males. These employees are paid according to their age, and each year a new cohort is recruited so this gap can easily swing in favour of either gender.
- There is a higher proportion of females this year compared to last in the lower middle and upper quartiles and a higher proportion of males compared to last year in the lower and upper middle quartiles. LQ is mostly Trainees and Interns, LMQ is mostly made up of Trainees and other Non-Managers, the latter is 72% female. This year there is an increase in the percentage of female senior employees affecting the upper quartile.



# Summary (continued)

## Bonus

- 63.6% of female employees and 67.0% of male employees received a bonus. Those who did not receive a bonus have 52 or fewer week's service, or are Interns.
- Bonus forms part of the hourly rate and so the bonus paid equally affects the pay gap. Bonus is made up of performance and referral bonus, and commission with most employees earning bonus only. All Directors received a bonus as did most Senior Managers. Of those senior managers who did not receive a bonus, five were female and two male.
- When calculating the bonus gap, only employees who received a bonus are included.
- The mean bonus gap is 5.0% and the median bonus gap is 0.6%. The mean is mostly affected by the male Directors receiving both bonus and higher commission whilst the median reflects similar bonus paid to those at middle levels. Both the mean and median will be affected by the number of senior new joiners who did not receive a bonus and so this picture may be quite different next year.

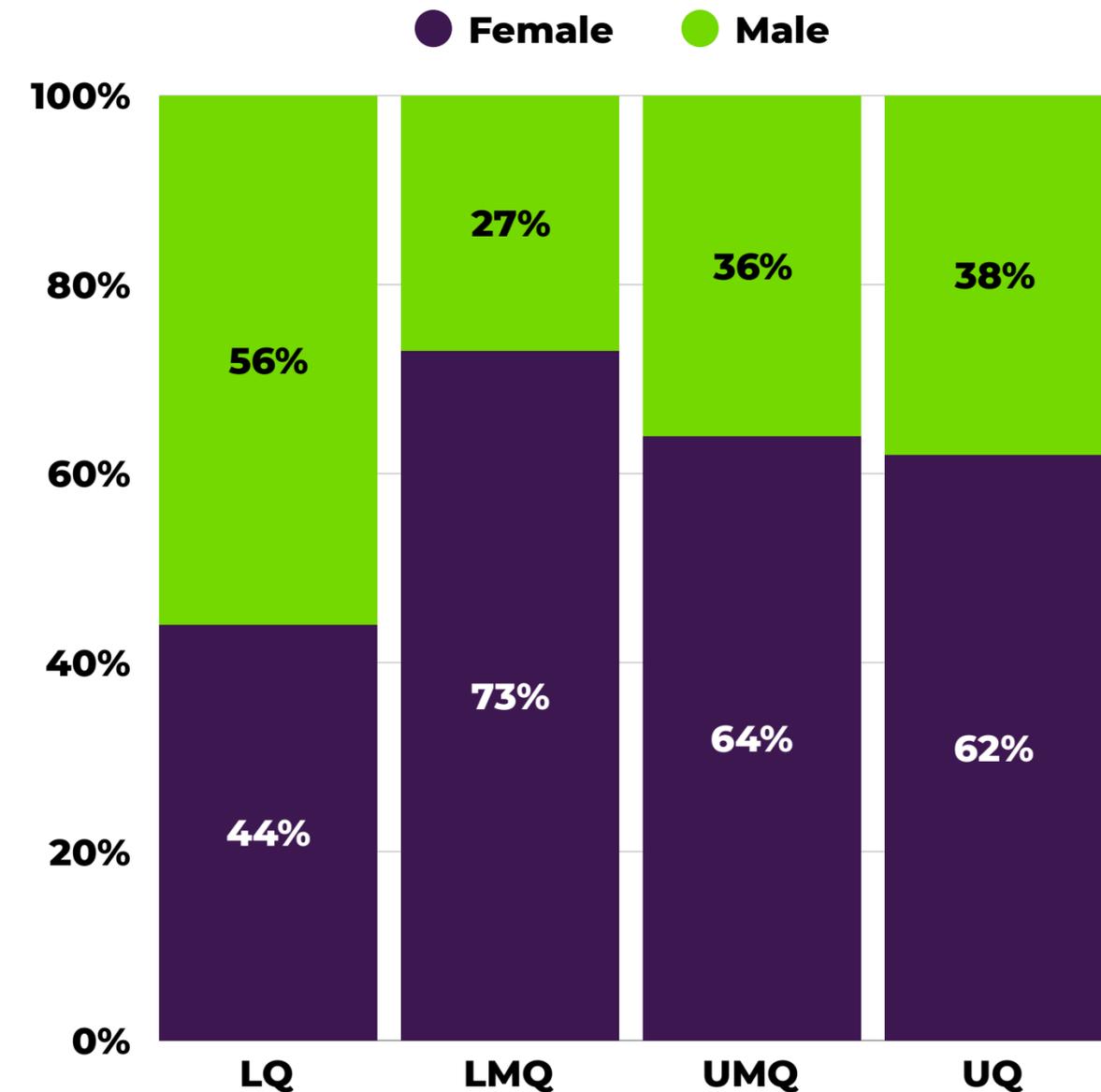
## BIK

- 79.9% of females and 82% of males received Benefits in Kind in the form of a voucher or BIK subsidy. Those who did not receiver Benefits in Kind are either Interns or have worked 52 weeks or less.

# Regulatory Reporting

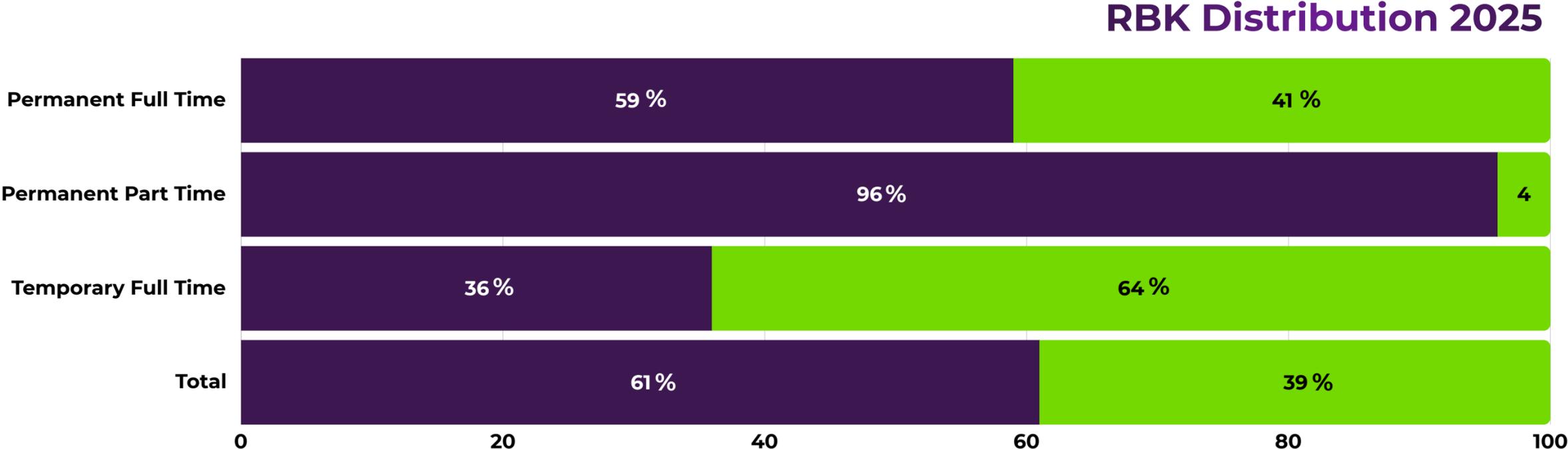
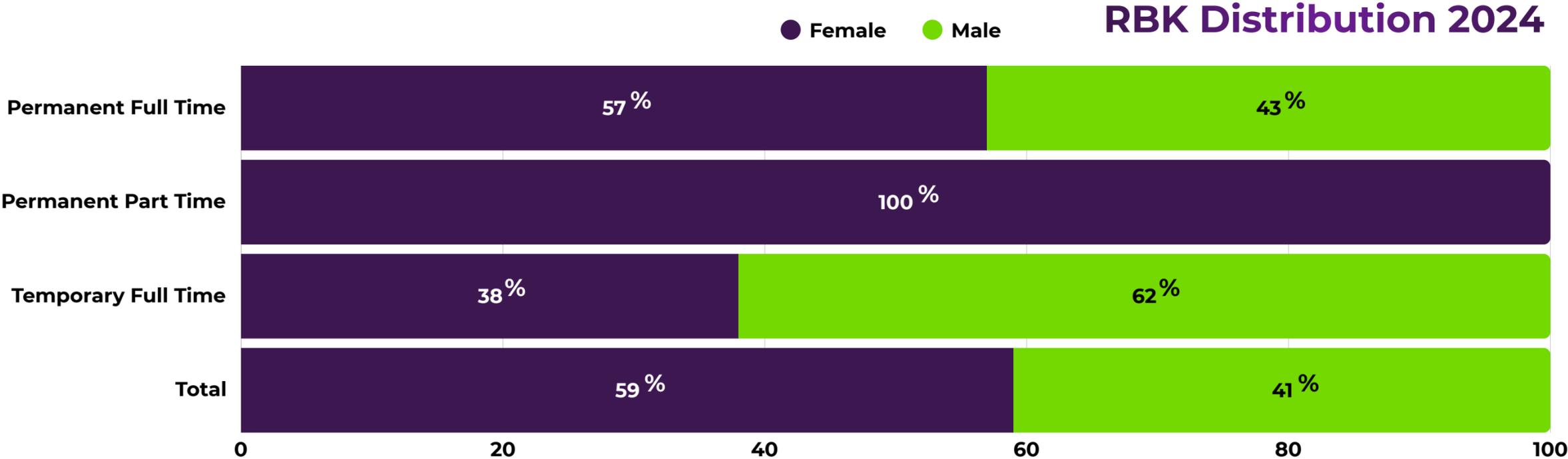
## Quartile Distribution

	2024	2025
Mean pay gap - all employees	<b>1.4%</b>	<b>-1.9%</b>
Median pay gap - all employees	<b>-12.7%</b>	<b>-30.4%</b>
Mean pay gap - temporary employees	<b>-5.7%</b>	<b>4.9%</b>
Median pay gap - temporary employees	<b>-1.2%</b>	<b>0.8%</b>
Mean bonus gap - all employees	<b>5.9%</b>	<b>5.0%</b>
Median bonus gap - all employees	<b>-5.5%</b>	<b>0.6%</b>
Percentage of females receiving a bonus	<b>86%</b>	<b>63.6%</b>
Percentage of males receiving a bonus	<b>71%</b>	<b>67.0%</b>
Percentage of females receiving BIK	<b>57%</b>	<b>80%</b>
Percentage of males receiving BIK	<b>38%</b>	<b>82%</b>



Mean and median pay gaps for part-time employees have not been published due to sample size

# Our Workforce Profile

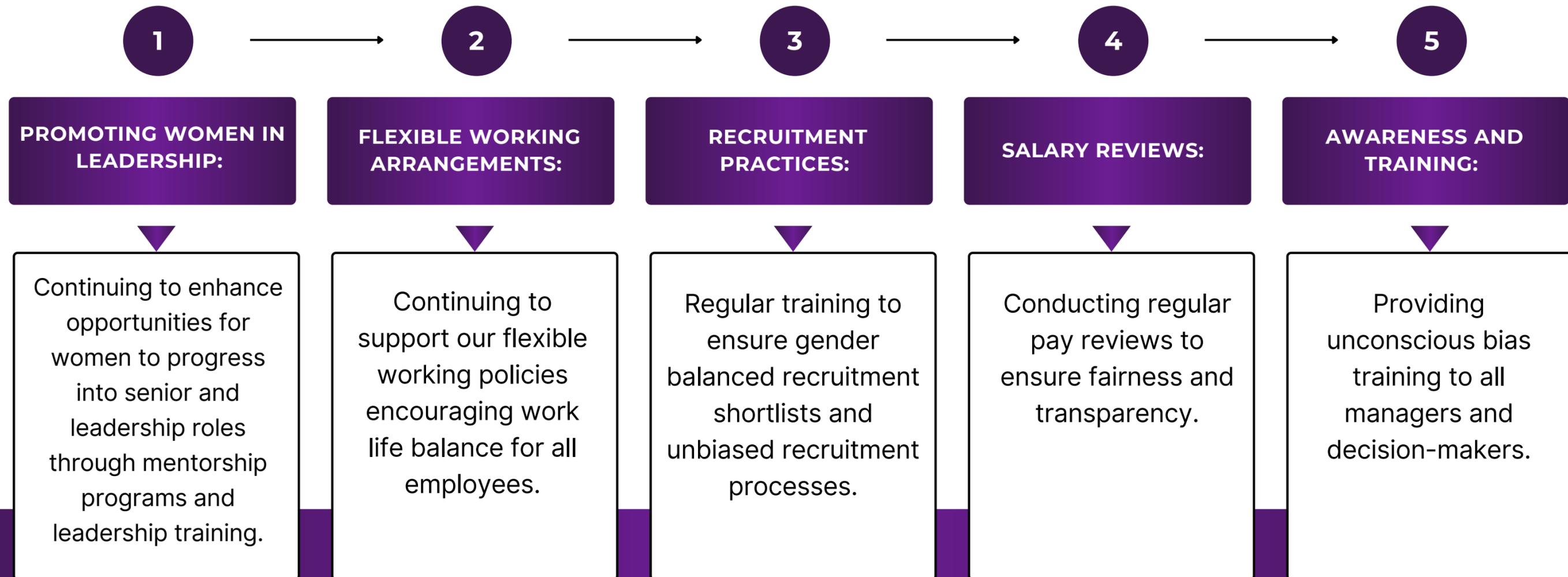


# Our Workforce Profile

Employment Type	2024					2025				
	Female	Male	Total	Female	Male	Female	Male	Total	Female	Male
Permanent Full Time	105	79	184	57%	43%	127	90	217	59%	41%
Permanent Part Time	14	0	14	100%	-	22	1	23	96%	4%
Temporary Full Time	5	8	13	38%	62%	5	9	14	36%	64%
Temporary Part Time	0	0	0	-	-	0	0	0	-	-
<b>Total</b>	<b>124</b>	<b>87</b>	<b>211</b>	<b>59%</b>	<b>41%</b>	<b>154</b>	<b>100</b>	<b>254</b>	<b>61%</b>	<b>39%</b>

# Actions to Address the Gap

We are committed to reducing the gender pay gap and have identified the following actions:



## We aim to:

**1** Continue to improve our gender pay policies

**2** Foster an inclusive culture where everyone can thrive

**3** Publish annual updates to track progress