

The Excel logo is a stylized four-lobed shape with a color gradient from light blue to red. The word "excel" is written in white lowercase letters in the center.

excel

The year "2025" is displayed in large, white, bold, sans-serif font on a blue background that resembles a speech bubble or a callout box.

2025

The title "Gender Pay Gap Report" is written in a large, bold, white, sans-serif font, centered on the dark blue background.

Gender Pay Gap Report

The Excel Recruitment Group



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About Us



Introduction

At The Excel Recruitment Group, we share a deep-rooted belief in the power of helping people realise their goals. Every day, we go above & beyond for our colleagues, our clients, and our candidates. Our commitment extends far beyond simply offering jobs; we offer clear pathways for meaningful and sustainable career growth. At Excel, you are never just another face in the office - you are a valued member of our team, supported, recognised, and empowered.

Our Mission

Our mission is simple yet powerful: to add genuine value to your professional journey, just as you add value to our organisation.

Our success is not measured solely by the number of clients we serve or the volume of candidates we place. Instead, it is defined by the lasting, positive impact we create in the careers and lives of our people. We open doors to exciting opportunities that fuel development, and we champion individuality across all its dimensions.

Diversity Mark

We are proud holders of the Bronze Diversity Mark, and we are already progressing towards Silver, with the ultimate goal of achieving Gold - Ireland's most comprehensive accreditation for Equality, Diversity and Inclusion.

While great products and solutions attract clients, we believe that great culture attracts exceptional talent. Our Employee Benefits document reflects this philosophy. It is more than a list of perks; it is a roadmap for growth, outlining the opportunities and supports available at every stage of a career with us.

What is the Gender Pay Gap?

The gender pay gap reflects the difference in average pay between men and women across an organisation, regardless of role or seniority. This differs from equal pay, which means paying men and women the same for performing identical or equivalent work. At Excel Recruitment, we are confident that men and women receive equal pay for equal work and comparable performance.

The Gender Pay Gap Information Act 2021, signed into law on the 13th of July 2021 & further supported by the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022, requires organisations to report annually on their gender pay gap. We welcome this transparency. It aligns with our ongoing commitment to equality, diversity, & inclusion across every part of our business.



Gender Pay Gap Reporting

Gender pay gap reporting helps us understand where representation gaps exist and where further action is needed. We remain committed to strengthening equal opportunities and ensuring all employees have clear pathways for growth and development.

Our commitment extends beyond our organisation. With our CEO, Barry Whelan, serving on the Labour Market Advisory Council, we contribute to national discussions on participation, skills, & unemployment, advocating strongly for Diversity & Inclusion. This aligns with our inclusive hiring approach. Through tailored guidance and career support, we help people build confidence and re-enter the workforce. We are as proud of the people we support as we are of the company we continue to build.

Understanding the Data

We are reporting on both the mean gender pay gap, which reflects the difference between the average earnings of men and women, and the median gender pay gap, which compares the pay of the middle-earning man and woman. These figures cover both our internal employees & our temporary agency staff.



2025 Gender Pay Gap Figures - Internal Employees

The overall gender pay gap

Mean Gender Pay Gap

4.00%

Median Gender Pay Gap

-2.00%

The mean pay gap in hourly pay

Mean Female Hourly Pay Gap

4.00%

Mean Male Hourly Pay Gap

-2.00%

Gender pay gap (part-time)

Mean Part Time

0.00%

Median Part Time

0.00%

Benefit-in-kind recipients by gender

Percentage Females

28.00%

Percentage Males

23.00%

Bonus recipients by gender

Percentage Females

67.00%

Percentage Males

77.00%

Overall gender bonus pay gap

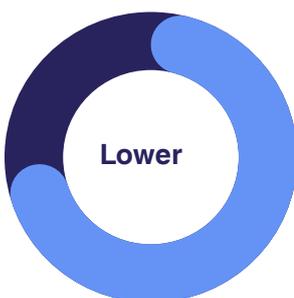
Mean Bonus

40.00%

Median Bonus

40.00%

Quartiles:



■ Female **74%**
■ Male **26%**



■ Female **60%**
■ Male **40%**



■ Female **65%**
■ Male **35%**



■ Female **68%**
■ Male **32%**

2025 Gender Pay Gap Figures - Temporary Agency Staff

The overall gender pay gap

Mean Gender Pay Gap

0.05%

Median Gender Pay Gap

0.00%

The mean pay gap in hourly pay

Mean Female Hourly Pay Gap

0.05%

Mean Male Hourly Pay Gap

0.00%

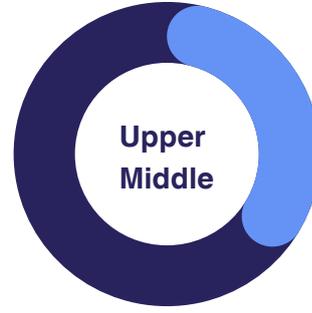
Quartiles:



■ Female 40.52%
■ Male 59.48%



■ Female 41.76%
■ Male 58.24%



■ Female 37.55%
■ Male 62.45%



■ Female 38.68%
■ Male 61.32%

How will we continue to improve and ensure gender pay transparency?

Our latest results show that for internal employees, the mean gender pay gap is 4.00% and the median is -2.00%. This indicates a very slight median variable leaning towards the male cohort. For our temporary agency staff, the mean gap is 0.05% and the median is 0.00%, reflecting very close alignment between male and female earnings.

While these results are positive overall, we are committed to ongoing improvement.

We will continue to:

- Maintain transparent and consistent pay practices across all roles
- Conduct regular pay reviews to identify and address any emerging gaps
- Ensure equal access to training, development, and progression opportunities
- Embed Diversity & Inclusion across recruitment and promotion, supported by our CEO's work on the Labour Market Advisory Council
- Monitor equity across both our internal teams and temporary workforce

We are dedicated to ongoing transparency and ensuring that all employees - regardless of gender can grow and succeed with Excel Recruitment.

Conclusion

At Excel Recruitment, we remain deeply committed to creating a workplace where equality, fairness, and representation are at the heart of everything we do. We strive to foster an environment where diversity is not simply recognised but is actively embraced and celebrated across every level of our organisation.

Championing gender equality is central to this vision. We are dedicated to ensuring that every individual - regardless of background - has the opportunity to grow, succeed, and reach their full potential. From recruitment and pay, to training, development, and progression, we are focused on delivering an employee experience that is inclusive, equitable, and genuinely supportive.

While we are proud of the progress reflected in this year's gender pay gap report, we know that our work does not end here. We are committed to continuous improvement and to taking meaningful, measurable steps to further close the gender pay gap. Our goal is to build a workplace defined by transparency, collaboration, and trust - one where every colleague feels empowered and valued.

Our commitment is ongoing, our focus is clear, and our ambition is unwavering: to create an organisation where everyone can thrive and where equality is embedded not just in policy, but in practice. Life is short, work somewhere you excel.



I confirm that the data contained within this report is accurate and meets the requirements of the gender pay gap reporting regulations.

Barry Whelan

Barry Whelan

Chief Executive Officer

Excel Recruitment Group incorporating Stelfox IT Recruitment



www.excelrecruitment.com