SpencerStuart

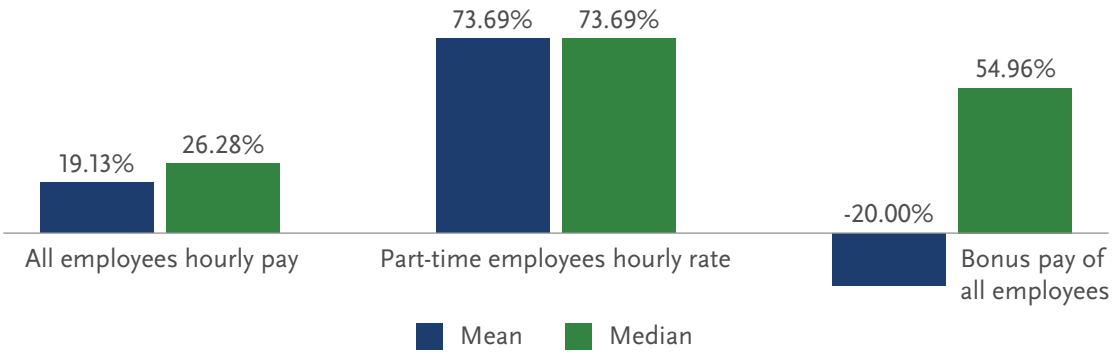
Gender Pay Gap Report — Spencer Stuart International Ireland Ltd. 2026



Cohort facts

Male	46	Part time	4
Female	26	BF Population	62
Total population	72	Commercial office population	10

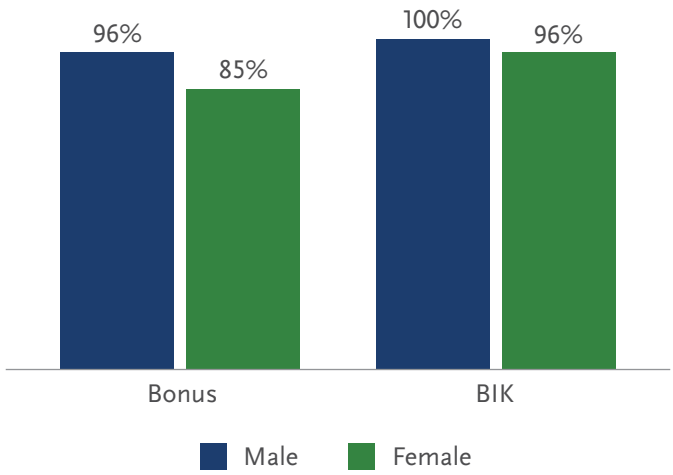
GENDER PAY GAP DATA



The above graph shows the percentage (%) difference for the following:

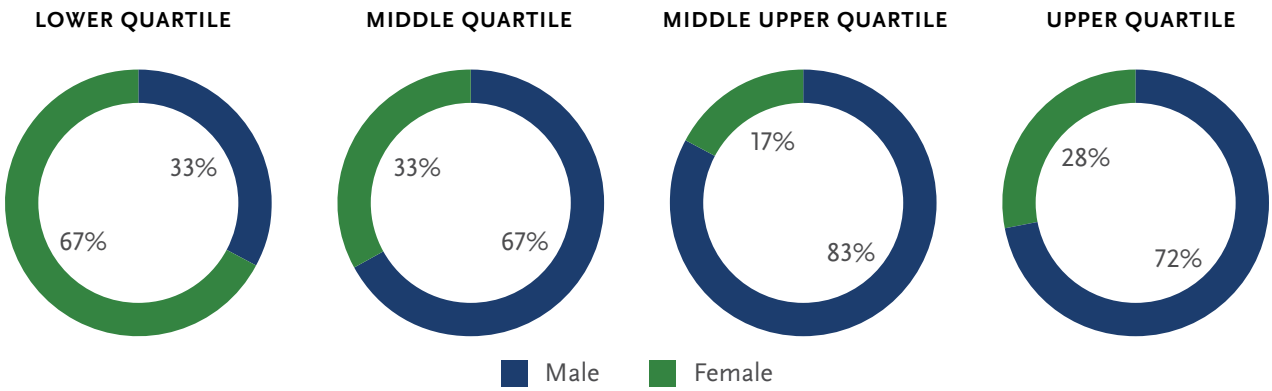
- Mean hourly pay of female employees and of male employees
- Median hourly pay of female employees and of male employees
- Mean hourly pay of female part-time employees and of male part-time employees
- Median hourly pay of female part-time employees and of male part-time employees
- Mean bonus pay of female employees and of male employees
- Median bonus pay of female employees and of male employees

BONUS AND BENEFITS IN KIND (BIK) PARTICIPATION



The above graph shows the following:

- Percentage of female employees who received a bonus and the percentage of male employees who received a bonus.
- Percentage of female employees who received benefits in kind and the percentage of male employees who received benefits in kind.



The above pie charts show a view of the quartile pay bands for Spencer Stuart.

Gender pay gap quartile bands below divide all employees into four equal groups or bands based on their pay, from lowest to highest. Each quartile shows the percentage of female and male employees in that quartile, illustrating the gender representation at different levels.

The quartile bands indicate how women and men are distributed across the organisation, from the lowest paid quarter to the highest paid quarter.

Context

Spencer Stuart International Ireland Ltd. employed 72 people, of whom 64% were men and 36% were women. Men were more highly represented in the upper pay quartiles, which influences both the hourly gender pay gap and the overall distribution of pay across the organisation. The employee population comprises two distinct operations: our Business Functions office, with 62 employees, and our Commercial office, with 10 employees.

Our gender pay gap is primarily influenced by the distribution of colleagues across different functions and career levels within our organisation.

Our Business Functions office comprises primarily our technology team. Many roles within this population are senior, highly specialised software engineering, architecture and technical leadership positions which attract higher average salaries.

This part of our workforce also has relatively low employee turnover and longer lengths of service, contributing to the current representation across our pay quartiles.

Our part-time cohort comprises only four employees and, given the small population, the associated figures should therefore be interpreted with appropriate caution. The gender pay gap within this cohort is significantly influenced by its composition, with one woman in a part-time administrative role and three men in more senior roles.

Our Commercial office comprises 10 employees, the majority of whom are women. Within this group, three of the four consultant positions, which attract higher salaries and greater bonus opportunities, are currently held by men. Women have greater representation within associate and administrative roles, which typically have lower average hourly rates. This distribution of roles contributes to the overall gender pay gap.

The composition of our workforce also influences our bonus pay gap, as bonus opportunities vary according to role and remuneration arrangements. Differences in the proportion of employees receiving a bonus during the reporting period were also affected by bonus eligibility requirements, including eligibility relating to start dates and periods of extended leave. BIK participation was also affected by a female employee who joined during the reporting period and chose not to avail of health insurance.

Given the relatively small size of our Commercial office and the higher remuneration associated with consultant roles, the consultant population has a significant impact on the overall figures.

Overall, our gender pay gap reflects the current distribution of women and men across different roles, functions and levels of seniority, particularly the greater representation of men in higher-paid technical and consulting positions.

We are committed to maintaining an inclusive workplace where everyone has equitable opportunities to develop and progress. We continue to review our recruitment, progression and reward practices, with a focus on fair and consistent outcomes and strengthening representation across all levels of our organisation. We recognise that improving gender balance requires sustained focus, and we will continue to monitor our data and use these insights to inform our approach.



LEGAL:DUBLINGENDERBREAKDOWN:2026

About Spencer Stuart

Privately held since 1956, Spencer Stuart is a leading global advisory firm specializing in people, team and organizational performance — spanning more than 60 offices, over 30 countries and more than 50 practice specialties. Boards and executive leaders consistently turn to Spencer Stuart for senior-level executive search, board recruitment, board effectiveness, succession planning, executive assessment and development, culture change and performance acceleration for senior leadership teams. For more information on Spencer Stuart, please visit **www.spencerstuart.com**.

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