



sky

Gender Pay Gap Report 2023

Republic of Ireland

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1 INTRODUCTION



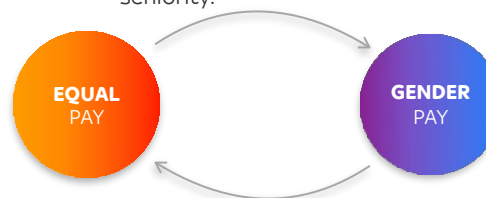
Irish legislation requires organisations with more than 250 employees to publish their gender pay gap figures.

2 GENDER PAY VS EQUAL PAY

Gender Pay is often confused with **Equal Pay** but they are not the same thing.

Gender pay looks at the average pay of men and women across the whole business, regardless of role or seniority.

Equal pay looks at the difference in pay between a man and a woman doing the same role, with the same skills and experience.



3 THE CALCULATIONS

We are required to publish figures on **bonus pay**, our **pay quartiles** and the **Gender Pay Gap**.



4 OUR RESULTS - SKY IRELAND

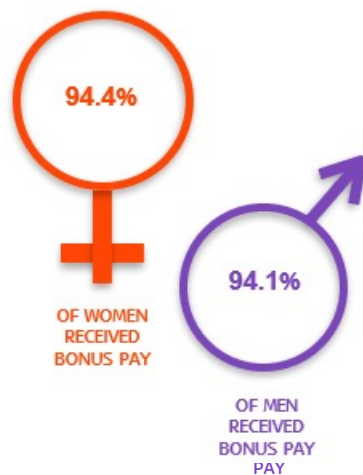
GENDER PAY GAP

EVERYONE	MEAN	MEDIAN
PAY GAP	-2.3%	1.5%
BONUS GAP	6.5%	10.8%

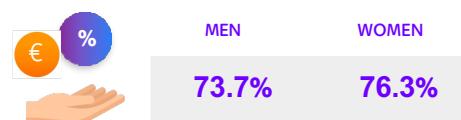
PART TIME	MEAN	MEDIAN
PAY GAP	-21.7%	-10.4%
TEMP WORKERS	MEAN	MEDIAN
PAY GAP	-7.3%	-7.3%



BONUS AWARDS

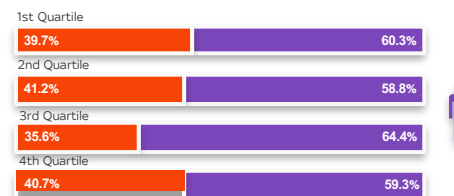


BENEFIT IN KIND



PAY QUARTILES

Proportion of male and female employees by quartile pay bands



5 EXPLAINING THE FIGURES

The vast majority of organisations have a gender pay gap. Our **gender pay gap** and our **bonus gap** are caused by having proportionally more men than women in our higher pay quartiles.

EQUAL PAY IS NOT THE ISSUE,
GENDER REPRESENTATION IS



I can confirm that selected metrics within this report have been assured by Deloitte with a Limited level of assurance. Please see their opinion available [here](#).

Claudia Osei-Nsafoah

Chief People Officer UK&I, Group Talent and D&I

Basis of reporting gender pay gap data in Sky, Republic of Ireland

The gender pay gap is the difference in the average hourly wage of men and women across the workforce. The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. The Regulations which set out the details on how these calculations will be made are published at the link below:

<https://www.irishstatutebook.ie/eli/2022/si/264/made/en/pdf>

Our Gender Pay Gap information has been prepared in accordance with the Gender Pay Gap Information Act 2021.

Scope

The Regulations require organisations with over 250 employees to report on their gender pay gap in 2023 by reference to their employees on a snapshot date in June 2023. The scope of our data is all permanent, fixed-term contract and temporary employees assigned to Sky Subscribers Services Ltd (RoI) on the snapshot date of 27th June 2023.

Method of gathering, processing and reporting data

Gender, defined as legal gender, is gathered at the point when an employment offer is accepted. This is self-reported by all employees.

Ordinary Pay and Bonuses: Total amounts for each employee for Ordinary Pay (includes monetary amounts for basic pay, allowances, overtime, pay for piecework, pay for sick leave and shift premium pay) and Bonuses (includes monetary amounts for bonuses and incentives) are extracted from our payroll system, covering the pay months of July 2022 to June 2023 (the reporting period), inclusive.

Although the legislation suggests excluding bonus payments received in the reporting period, where the bonus period isn't the same as the reporting period, we have taken the decision to include the annual management bonuses paid in March 2023.

Exclusions – any payments received during the reporting period for hours worked outside this period are excluded. All back pay received during the period has been excluded.

Total Working Hours: The total working hours during the reporting period are recorded for all employees in their work schedule in our HR system. Any periods of unpaid leave during the reporting period are deducted from this total.

Hourly Remuneration: To calculate the hourly remuneration of all employees, we divide the employee's total ordinary pay and bonus pay in respect of the reporting period by the employee's total working hours for that period.

Overview of metrics/indicators that will be reported

Following the rules in the regulations and having calculated the hourly pay for each employee, we calculate and publish the following;

The mean gender pay gap (and split out for part-time employees and temp workers): The difference between the mean hourly remuneration of relevant employees of the male gender and that of relevant employees of the female gender, expressed as a percentage of the mean hourly remuneration of relevant employees of the male gender

The median gender pay gap (and split out for part-time employees and temp workers): The difference between the median hourly remuneration of relevant employees of the male gender and that of relevant employees of the female gender, expressed as a percentage of the mean hourly remuneration of relevant employees of the male gender

The mean bonus gender pay gap: The difference between the mean bonus remuneration paid to relevant employees of the male gender and that paid to relevant employees of the female gender, expressed as a percentage of the mean bonus remuneration paid to male relevant employees

The median bonus gender pay gap: The difference between the median bonus remuneration paid to relevant employees of the male gender and that paid to relevant employees of the female gender, expressed as a percentage of the median bonus remuneration paid to male relevant employees

The proportion of males and females receiving a bonus payment: The proportion of relevant employees of the male gender who were paid bonus remuneration, expressed as a percentage of relevant employees of the male gender

The proportion of males and females receiving any benefits in kind: The proportion of relevant employees of the male gender who were paid benefits-in-kind, expressed as a percentage of relevant employees of the male gender

The proportion of males and females in each quartile pay band: In order to group employees into quartile pay bands, we create a ranking of employees based on their hourly remuneration, from lowest to highest. This is then divided into quartiles: lower, lower middle, upper middle and upper. We then express the proportion of male and female employees in each quartile as a percentage, e.g., the percentage of male employees in the lower quartile and the percentage of female employees in the lower quartile (and so on).