

Gender Pay Gap

Report 2025

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Welcome

Welcome to our gender pay gap 2025 report. This reporting helps to illustrate the representation of women across our firm, and in particular whether there are more men than women in senior roles, where remuneration is higher.

The report highlights our key areas of focus for ongoing improvement and also where we are continuing to make progress. Our female talent pipeline remains strong as 66% of the overall firm demographic is female, as are 43% of partners, 59% of fee earners and 68% of all hires in the reporting period were female.

Overall, our results this year have not deviated materially from 2024. Our mean hourly pay has remained at 51% while our median hourly pay has weakened slightly to 33%.

To ensure we are presenting a fully transparent and accurate picture of the gender representation across our firm, we have included our partners in our analysis (despite the reporting legislation not requiring this, as partners are not employees, they are self-employed).

We have outlined our data in detail in the following pages for you to review.



WILLIAM CARMODY
Managing Partner



MELANIE CROWLEY
Partner and Head of Employment & Benefits

Our commitment to inclusivity

We are committed to an inclusive workplace culture where our people can reach their full potential. We have policies and programmes focused on diversity & inclusion, social responsibility, wellness and the environment, many supported by dedicated committees.

We want to provide appealing and rewarding long-term career options for all of our people and support them through the various life stages they will

encounter such as starting a family or providing care to loved ones while also pursuing their career.








I am delighted that we continue to embed our parenting and family support policies and are now focusing on strengthening our support for carers whom we know are mostly female. This will make a real difference to those who find themselves with caring responsibilities alongside their professional demands.

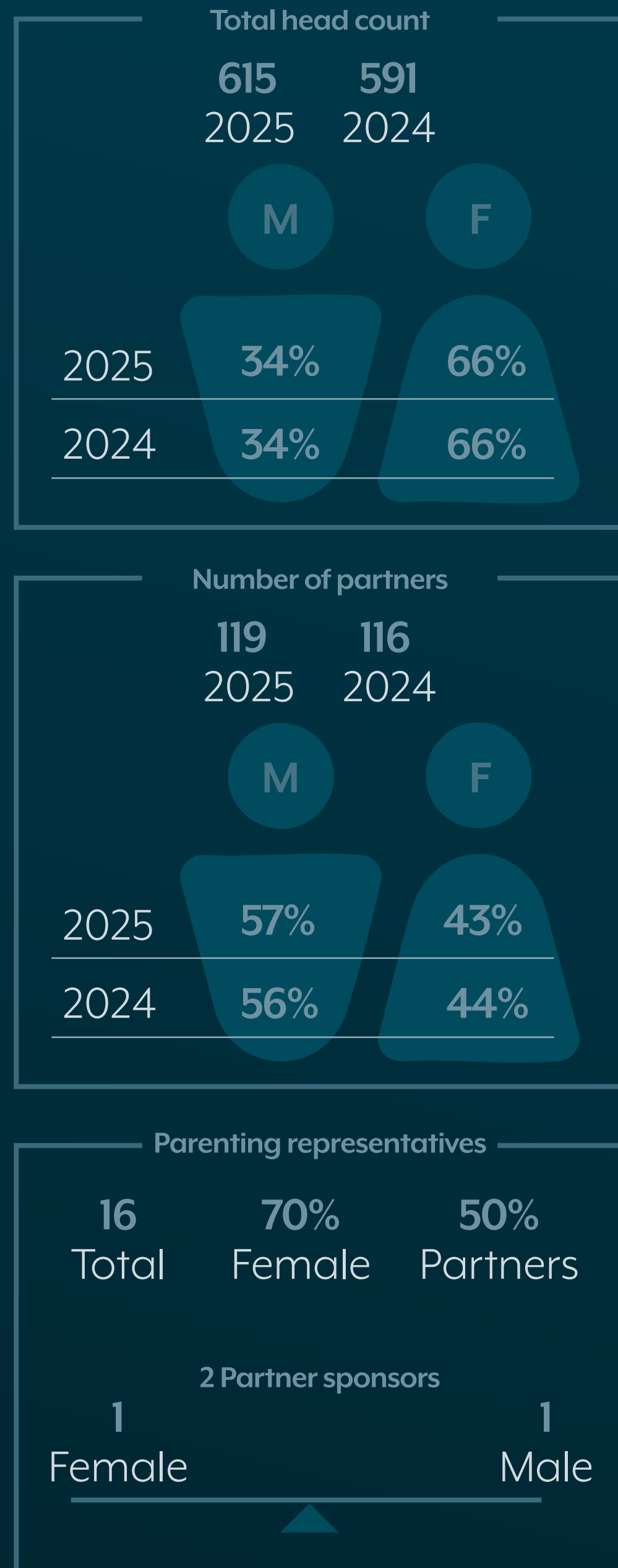
01

Highlights

Our support for parents continues strongly with regular meetings including external speakers on key topics such as managing technology with children and managing the juggle of work and home.

We have now focused on providing support for those with caring responsibilities. This has always been available informally, but we are being more transparent and specific about how we can support individuals who find themselves in a caring role.

 <h3>Talent pipeline</h3> <p>Strong female talent pipeline as 59% of our lawyer cohort are female.</p>	 <h3>Female partner profile</h3> <p>Our female partner profile remains strong at 43%.</p>	 <h3>Carers Support</h3> <p>Become member of Carers Ireland and develop some practical toolkits in 2025/26.</p>	 <h3>Senior Leadership promotions</h3> <p>We introduced a new senior leadership promotion option during 2025 to Of Counsel, with six female appointments.</p>
 <h3>Policy application</h3> <p>Our wide range of policies available to support all of our employees continue to be utilised including our parenting and family support policies, menopause policy and domestic violence policy, a number of which were introduced in 2024.</p>	 <h3>New hires</h3> <p>68% of all hires in the reporting period were female thereby continuing to strengthen our client facing teams and business support functions.</p>	 <h3>Wellbeing</h3> <p>Extensive wellness programme in place with high female attendance. We continue to offer a number of female specific topics such as menopause and hormonal changes.</p>	



02 Actions

While we are making encouraging progress, we acknowledge the ongoing work needed to achieve full gender pay parity. Our focus remains on sustainable, long-term changes supported by new actions to help accelerate our progress.

Continuing to deepen and develop our engagement with external organisations such as the 30% Club, PropelHer, the Trinity Centre for People with Intellectual Disabilities (TCPID), disAbility Legal network and Rethink Ireland. We have recently agreed our new three-year fund with Rethink Ireland: Connected Communities.

Continue

Life balance

'High trust, high flexibility' hybrid remote model which is important as our people seek to balance their professional and personal lives.

Diversity

Fielding diverse teams for client engagements.

Female role modelling

Role modelling by senior female leaders and investing in 1:1 career conversations.

Career support

Dedicated workshop for those with partner career aspirations.

Career framework

Career framework pilot underway for our legal secretaries and legal executives

Transition plan

Transition planning pilot underway for those commencing or returning from maternity leave.

03

Summary of results

Where the gender pay gap is negative, this indicates that, on average, men are in a less favourable position than women.

All employees plus all partners

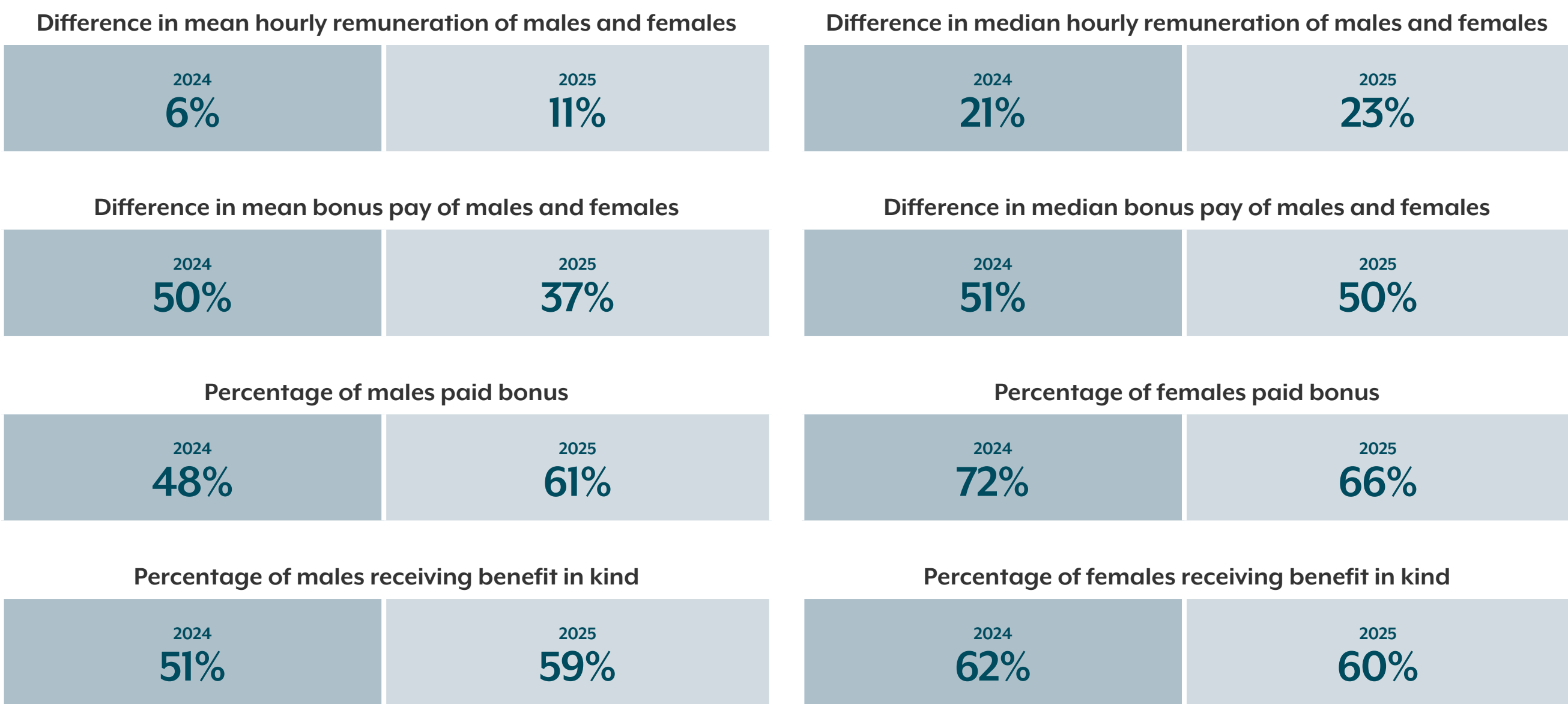
Difference in mean hourly remuneration of males and females		Difference in median hourly remuneration of males and females	
2024 51%	2025 51%	2024 24%	2025 33%
Difference in mean bonus pay of males and females		Difference in median bonus pay of males and females	
2024 51%	2025 41%	2024 71%	2025 57%
Percentage of males paid bonus		Percentage of females paid bonus	
2024 50%	2025 59%	2024 73%	2025 68%
Percentage of males receiving benefit in kind		Percentage of females receiving benefit in kind	
2024 52%	2025 55%	2024 62%	2025 60%

03

Summary of results

Where the gender pay gap is negative, this indicates that, on average, men are in a less favourable position than women.

Employees only (i.e. excluding partners but including full-time, part time and temporary employees)



03

Summary of results

Where the gender pay gap is negative, this indicates that, on average, men are in a less favourable position than women.

Part-time employees only
(i.e. excluding full-time and temporary employees and partners)

Difference in mean hourly remuneration of males and females		Difference in median hourly remuneration of males and females	
2024	2025	2024	2025
-20%	9%	-18%	15%

Part-time employees plus part time partners
(i.e. excluding full-time and part-time employees and full-time partners)

Difference in mean hourly remuneration of males and females		Difference in median hourly remuneration of males and females	
2024	2025	2024	2025
11%	21%	10%	30%

Temporary employees only

Difference in mean hourly remuneration of males and females		Difference in median hourly remuneration of males and females	
2024	2025	2024	2025
22%	30%	1%	-9%

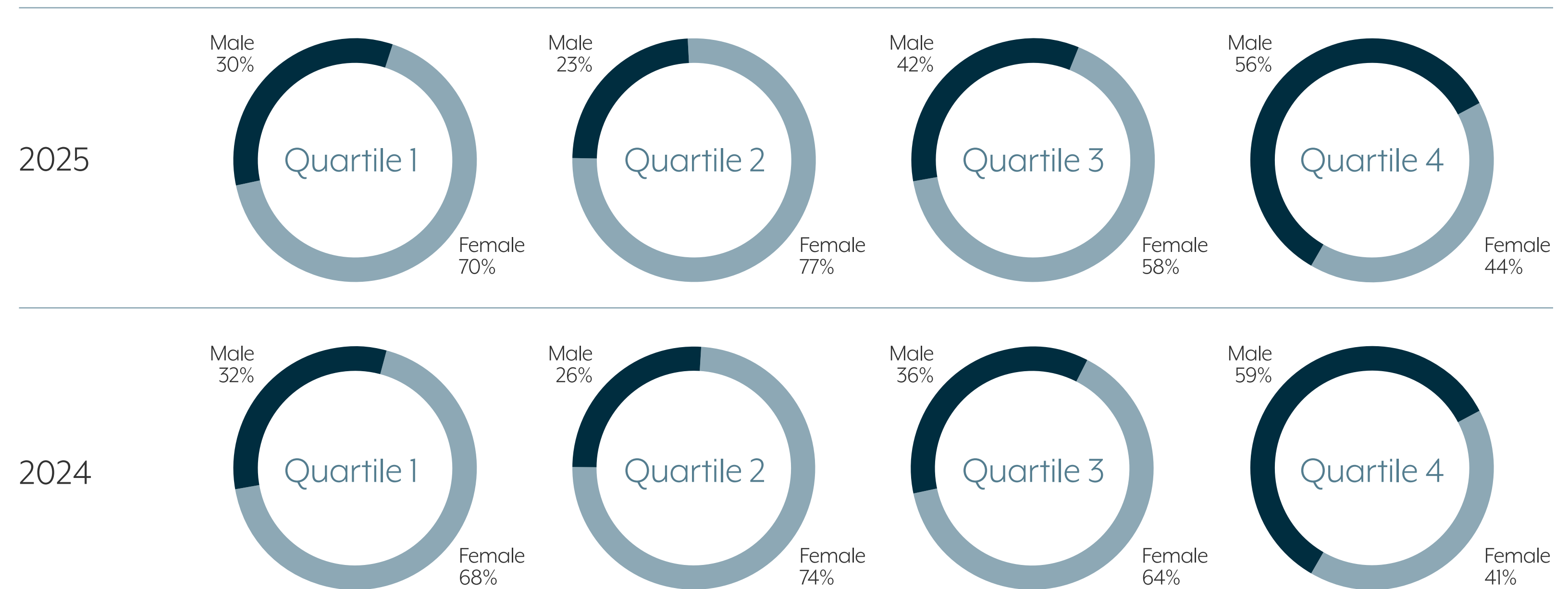
Our part-time employee cohort is proportionally very small as part of our overall headcount and therefore, even a small change to this profile can have a large impact..

Please note there was a typographical error in our 2024 report where we reported the difference in mean and median hourly remuneration of males and females as 20% and 18% respectively. This should have been reported as outlined above, -20% and -18% respectively and we apologise for this error.

04

Quartiles based on hourly remuneration

All headcount including partners.



Definition

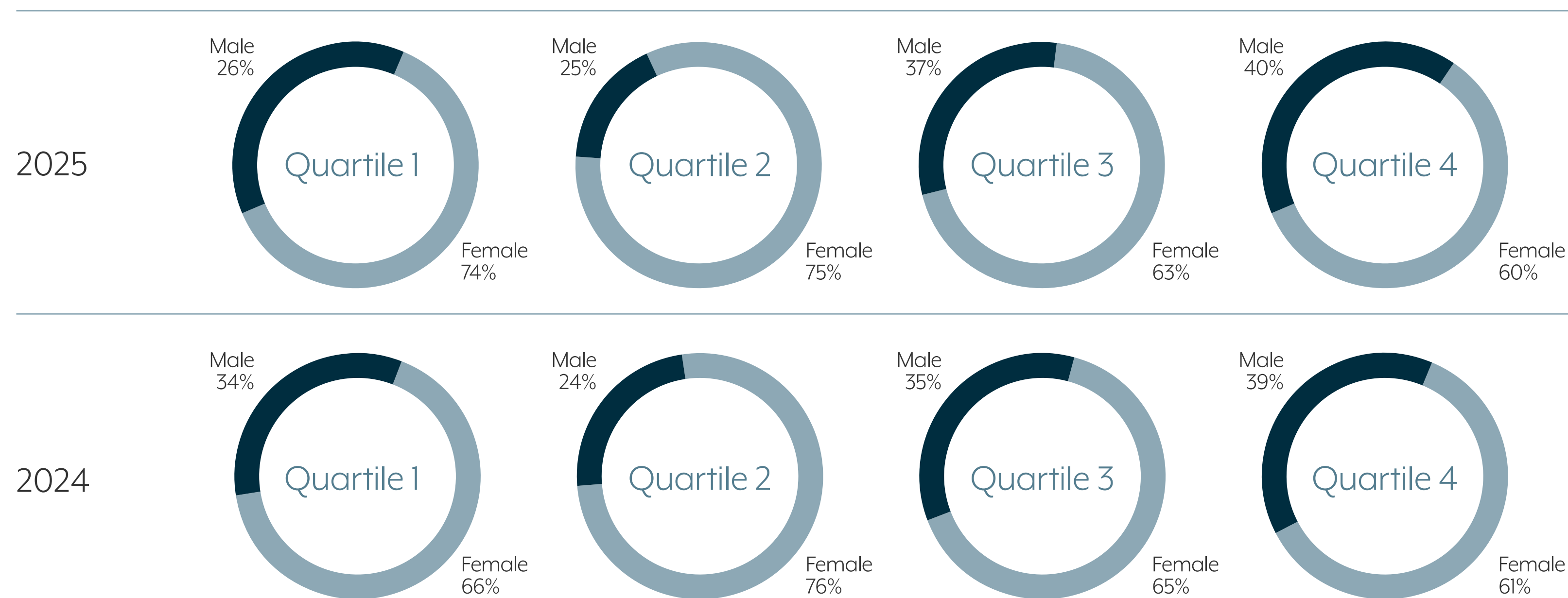
Organise the employees into quartiles based on hourly remuneration of all male & female full-time employees and calculate the proportions of male and female employees in each quartile. Quartile 1 being the lowest paid quartile and quartile 4 being the highest paid quartile.

Our profile broadly mirrors our demographic split in quartile 1. There has been a marginal positive shift in quartiles 2 and 4. Quartile 4 includes all senior partners who have the highest remuneration. Quartile 3 has weakened due to the attrition of more highly remunerated female employees than those hired.

04

Quartiles based on hourly remuneration

All headcount excluding partners.



Definition

Organise the employees into quartiles based on hourly remuneration of all male & female full-time employees and calculate the proportions of male and female employees in each quartile. Quartile 1 being the lowest paid quartile and quartile 4 being the highest paid quartile.

Our quartile 2, 3 and 4 profiles are similar to 2024. Quartile 1 has weakened with the hiring of junior female employees, many into legal support roles.

05

Understanding our data

Historically, the legal profession evolved with a majority of male lawyers progressing to partner level over time. This has now led to the predominance of male senior leaders.

Women previously undertook more of the business support, administrative and secretarial roles in the firm, but this is changing. In MHC 60% of our lawyer population is female. While there remains a predominance of male senior partners, the shift to a more balanced legal workforce demographic over the last decade will take time to reflect in overall remuneration as women continue to progress to senior leadership roles.

The demographic within our business support functions remains 82% F/M with these functions continuing to make up 42% of our overall firm population.

The difference in percentages for the receipt of bonuses reflects the preponderance of males at senior partner level where no bonuses are paid, and the preponderance of female administrative staff paid bonuses at Christmas.

The difference in percentages for the receipt of benefit in kind primarily reflects the differing levels of take up of health insurance. Our benefits which attract benefit-in-kind are available equally to females and males in the firm.

We recognise the significant differential when we include our full population between female hourly remuneration as against male hourly remuneration even though men and women are treated equally. This is proportionally impacted by our senior, partner cohort.

No material deterioration in our numbers overall with quartiles remaining steady.

The gender pay gap, excluding partners, of 11% of mean, and 23% of median, hourly remuneration includes lawyers and those in business services, and ranges from entry level to director level.

The median gap continues to reflect the stretch between the majority of females in relatively lesser remunerated administrative and secretarial roles and the higher remunerated fee earners.

The gender pay gap, including partners of 51% of mean, is the same as 2024 and 33% of median hourly remuneration is a weakening vs 2024 reflects both the majority of females in relatively lesser remunerated administrative and secretarial roles and the preponderance of males at senior partner level, where remuneration is at its highest.

06 Understanding the pay gap

The gender pay gap legislation requires public and private sector employers with more than 150 employees to disclose the pay gap between male and female employees. Disparities tend to indicate the relative representation of women and men at different levels of seniority in an organisation.

What is pay gap reporting?

A pay gap shows the difference in the average pay between men and women regardless of job role or seniority.

How is it different to equal pay?

Equal pay is different. Equal pay deals with pay differences between men and women who carry out equal work.

Who is included in the data?

We are reporting the employee gender pay gap for employees in Mason Hayes & Curran LLP (MHC) and also Mason Hayes & Curran Professional Services Limited (MHCPSL), a service company owned by the partners.

While not required to under the legislation, we are reporting for the combined business of MHC LLP and MHCPSL, including partners at every level and employees.

07 Interpretation

The analysis for all employees, and for all employees plus partners, includes data relating to part time and/or temporary employees and part time partners.

The mean hourly rate is the same as an average hourly rate. It is the answer you get by dividing the sum of the hourly rates by the number of people in the set. In contrast, the median hourly rate is the middle number in the range of hourly rates when those values are arranged from smallest to largest. The median is a better measure of the central tendency of a group as it is not skewed by exceptionally high or low values.

Hours which relate to paid leave are included in the calculations. Hours which relate to unpaid leave are not included.

As partners are not covered by the regulations, there is no specific guidance on how to calculate the pay gap for our partners, so we have used exactly the same method as for employees.

The results for temporary staff include our trainees who are contracted for their period of professional training.

The hourly rates are calculated inclusive of bonus pay and overtime as prescribed in the regulations.

Where the gender pay gap is negative, this indicates that, on average, men are in a less favourable position than women.

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