

Gender Pay Gap Report

Clear Links is committed to promoting gender equality and reducing the gender pay gap within the organisation. We are pleased to present our gender pay gap report for the financial year ending April 2025.

Hourly Pay: The following table shows the percentage of men and women in each hourly pay quarter:

Pay Quarter	% men	% women
Q1	13	87
Q2	25	75
Q3	10	90
Q4	28	72

Mean Gender Pay Gap for Hourly Pay:

The mean gender pay gap for hourly pay is -6%. This means that on average, men earn 6% less per hour than women within the organisation.

Median Gender Pay Gap for Hourly Pay:

The median gender pay gap for hourly pay is -2%. This means that when all hourly rates are ordered from lowest to highest, the hourly rate paid to the middle-ranking woman is -2% lower than the hourly rate paid to the middle-ranking man.

Bonus Pay:

The percentage of men receiving bonus pay was 2% (three employees). The percentage of women receiving bonus pay was 1% (four employees). The mean gender pay gap in bonus pay was 41%, and the median gender pay gap in bonus pay was 59%.

The gender pay gap in bonus payments for this reporting period is primarily due to long-term service bonuses paid to two male employees during the period. No long-term service bonuses were paid to female employees in this reporting period. Bonus payments are based on eligibility criteria such as length of service and are not determined by gender.

Action Plan:

Clear Links is committed to reducing the gender pay gap within the organisation. We will continue to review our pay structures and ensure that they are fair and transparent. We will also strive to promote gender equality and encourage diversity within the workforce.



Lorcán Ó Murchú
Managing Director