

**Kneat**

# Kneat Solutions: Ireland Gender Pay Gap Report 2023/24



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## Foreword

### Our Gender Pay Gap Report for 2023/2024

Kneat's mission is to enable regulated organizations to move from paper-based validation to intelligent, digitized, paperless solutions. In Ireland we employ over 250 talented people predominantly in Software Development, Operations, and Business Support services.

Diversity and Inclusion is a key pillar of our Business and People Strategy. We want team members to feel a sense of belonging and identify with our mission. We are delighted to share our 2023/24 Gender Pay Gap Report in line with the Gender Pay Gap Information Act 2021.

Female gender representation across the workforce is 33%. We have female team members represented at all levels of the organization. As a software company sourcing talent from the STEM sector, we are impacted by the low level of female participation in our industry.

One of our key strategies is to continue to attract, retain, and develop exceptional female talent. In addition, we look to partner with community and educational institutions to encourage more female participation in our industry.

In reading this report, we hope you get to appreciate the challenges we face, but also the diverse and inclusive culture we are building at Kneat.



**Eddie Ryan**  
Chief Executive Officer



**Fiona McCarthy**  
Chief People & Culture



## Our Gender Pay Gap Data

Gender Pay Gap Data	
Female Employees	86
Male Employees	173
Median Gender Pay Gap Full-time employees	9.0%
Mean Gender Pay Gap Full-time employees	14.5%
Median Bonus Pay Gap Full-time employees*	15%
Mean Bonus Pay Gap Full-time employees	39%
Median Pay Gap Part-time employees	0.0%
Mean Pay Gap Part-time employees	0.0%
Median Pay Gap Temporary employees	-10.0%
Mean Pay Gap Temporary employees	-10.0%

\*Gender Pay Gap Bonus – Includes All Earnings excluding Base Pay

Pay Quartile	Female	Male
Upper	30%	70%
Upper middle	23%	77%
Lower middle	60%	34%
Lower	46%	54%

		
Received a bonus	80%	90%
Received Benefit in Kind	78%	91%

### Definition of Terms

#### The Median Gender Pay Gap

Is the difference between the hourly earnings of male and female employees. It is calculated by finding the middle point between the lowest-paid and highest-paid male and the lowest-paid and highest-paid female and finding the difference between the two figures. The median is expressed as a percentage of the median male team member's earnings.

#### The Mean Gender Pay Gap

Is the difference between the average hourly earnings of female employees and male employees. It is calculated by adding up the hourly earnings all females in the organization and dividing by the number of females and doing the same calculation for male employees. The difference between the two is then expressed as a percentage of the average earnings for male team members.

#### Hourly Earnings

Includes base pay, allowances, shares, commission, and bonus pay.

It is important to note that a gender pay gap does not indicate unequal pay between males and females. The gender pay gap, refers to pay across all roles, regardless of whether the roles are similar or not. As a result, where women and men are paid the same amount for the same work, there may still be a gender pay gap. It usually indicates that there is unequal representation between men and women within the organization as it considers the pay of all men and women in the workforce *regardless of their job*.

## Our Results and Commitments

### Understanding Our Results

- At the snapshot date of the June 01, 2024, Kneat's workforce was comprised of 67% Male and 33% Female Employees.
- Our analysis of our 2023/24 pay data shows the primary reason for the gender pay gap is due to female talent being under-represented within our organization, particularly at more senior job levels.
- Review of the pay quartiles demonstrates the under representation of female team members. There are 30% female team members in the Upper Quartile and 23% in the Upper Middle Quartile.
- Among temporary employees, we note the gender pay gap is -10%. Temporary employees constitute a small proportion of our workforce.
- Kneat Solutions is committed to providing Equal Employment Opportunities and paying male and female team member equitably.

### Our Commitment to Diversity & Inclusion

Kneat sources talent in the STEM Sector where there are comparatively low levels of female participation. We are committed to continuing to build a diverse and highly inclusive culture to continue to attract female talent.

In our recent employee survey, Kneat employees responded with **87%** satisfaction on Diversity & Inclusion related items.

Kneat is committed to several programs to enhance our Diversity & Inclusion including:

- Career Progression & Development
- Work-Life Balance & Wellbeing
- Employee Resource Groups
- Talent Acquisition Practices



## Career Progression & Development

Kneat enables team members to build long-term careers at the Company and continues to invest in team member development.

### **Learning and Development**

During 2023/24 female team members accounted for 50% of learning and development programs sponsored by Kneat. Team members at Kneat are provided with an Individual Development Plan to support professional growth and career development.

### **Leadership Development**

Kneat partners with University College Dublin to provide team members aspiring to People Management roles the opportunity to participate in the Professional Academy Diploma in Leadership & Management. Female team members account 50% of our enrolments in this program.

### **Graduate Development Program**

In 2023, Kneat launched its first Graduate Program designed to accelerate the learning of new graduates by exposing them to different aspects of the business to grow their career within Kneat.

### **Mentor Program**

During 2024, Kneat has launched a Mentorship Program where experienced leaders support Mentees in the development of Leadership skills.



## Work-Life Balance & Wellbeing

At Kneat, we provide a work environment where team members can take care of their wellbeing and balance work and personal commitments.

### Hybrid Work Model

Our Hybrid Work model provides our team members with the opportunity to work from home four days per week. This provides a high degree of flexibility to manage personal and professional responsibilities.

### Family Leave Policies

Family Leave Policies are available to all employees across Kneat. Kneat offers paid maternity leave to female team members and is committed to supporting female team members returning from maternity leave.

### Benefits

Our comprehensive benefits packages includes health insurance for team members and dependents, death in service, income protection, and an extensive fertility package available through our health insurance provider as well as an Annual Fitness Allowance.

### Wellbeing Information Sessions & Screening

Kneat also supports several initiatives throughout the year with dedicated webinars and information sessions across a range of topics from Mental Health, Pride Month, and Cancer Awareness. Every two years, Kneat provides onsite heart screening to employees via our health insurance provider.



## Employee Resource Groups

During the past two years, Kneat has established two Employee Resource Groups (ERGs) which are key pillars in creating a diverse and inclusive culture. These groups are voluntary employee-led groups focussed on a shared interest which aim to foster a diverse and inclusive workplace.

### Women In Action ERG

Provides an inclusive space for employees to connect, share their perspectives, and drive actions to enable women at Kneat to grow and thrive with support from both men and women. During the past two years, Women in Action have led a number of initiatives and plan further initiatives in the future:

- Career Journey Learning Session
- Networking Events & Connecting with ERGs at local Companies.
- International Women's Day Celebration
- Mentor Program

### Early Career ERG

Established during 2024, the Early Career ERG is dedicated to accelerating the growth and impact of young and early career professionals. This ERG will help Kneat attract and retain young and early career professionals at the Company. The Early Career ERG will also provide a voice for this important future talent pool.



## Talent Acquisition

At Kneat, our talent sourcing and selection is focussed on candidate skills, qualifications, and experience in line with the requirements for the job role. We believe in hiring the right candidate regardless of their characteristics, including gender. Given the low female participation within our Industry, we aim to attract a balanced pool of candidates for open roles at the Company.

### **Gender Neutral Job Descriptions**

We continue to evolve our hiring practices and during 2025 will focus on ensuring we use gender-neutral job descriptions, have standard interview questions to compare candidates, and, where feasible, use diverse interview panels, particularly for more Senior roles.

### **Interviewer Training & Development**

Before engaging in our Talent Acquisition process, HR team members and people managers receive a standard training session which highlights unconscious bias, helping them make objective decisions.

### **Skillnet ReBOOT**

To support the attraction of female candidates we will engage with Skillnet ReBOOT which provides pathways for females returning to the workforce.





At Kneat, we believe that our Annual Gender Pay Gap Report will form an important part of our Diversity and Inclusion Strategy and provide an additional imperative for addressing female participation and growth within our organization.

Improving gender balance while ensuring we hire the best talent is a priority for us. During 2025, we will continue to focus our initiatives on supporting our team members, providing development opportunities, information, and resources needed to develop their careers at Kneat.

In reading this report, we hope you appreciate our investment in creating an Inclusive Culture at the Company where all team members can be their best, grow, develop, and contribute to our mission.

