



2025 Gender Pay Gap Report

Hamilton UK Services Ltd – Irish Branch

Snapshot date: 1 June 2025

Executive Summary

At Hamilton, we are dedicated to promoting fairness, transparency, and equal opportunities for all. This report presents our statutory Irish Gender Pay Gap figures as of 1 June 2025 (the snapshot date), outlining the underlying factors influencing these results, and details the steps we are taking to enhance representation and career progression throughout our organisation.

Key data summary:

- Mean hourly pay gap: 32% | Median hourly pay gap: 38%
- Mean bonus pay gap: 54% | Median bonus pay gap: 59%
- Bonus participation – Men: 84% | Women: 84%

Regulatory Context, Methodology and Governance

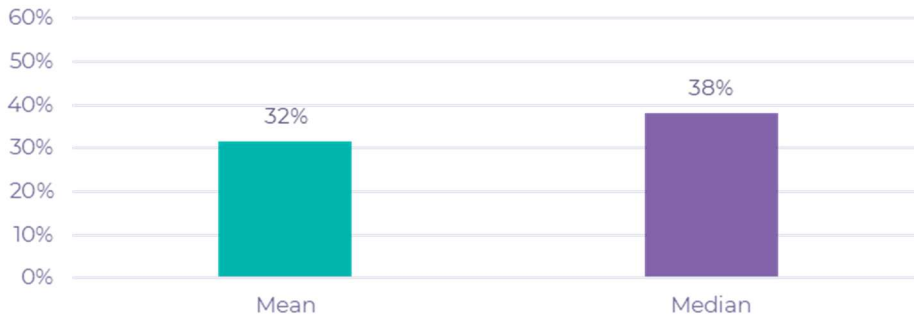
Irish employers with 50+ staff must annually report gender pay gap data—including mean/median hourly pay, bonus gaps, bonus participation, and pay quartiles—on their website within a year of the snapshot date.

Our HR and Reward team regularly monitor gender pay gap metrics, review the associated data and methodology, and provide progress updates to leadership and the Board. We will publish our next update within one year of the next snapshot date.



Hamilton 2025 Gender Pay Gap Results

Hourly Pay Gap (Mean & Median)



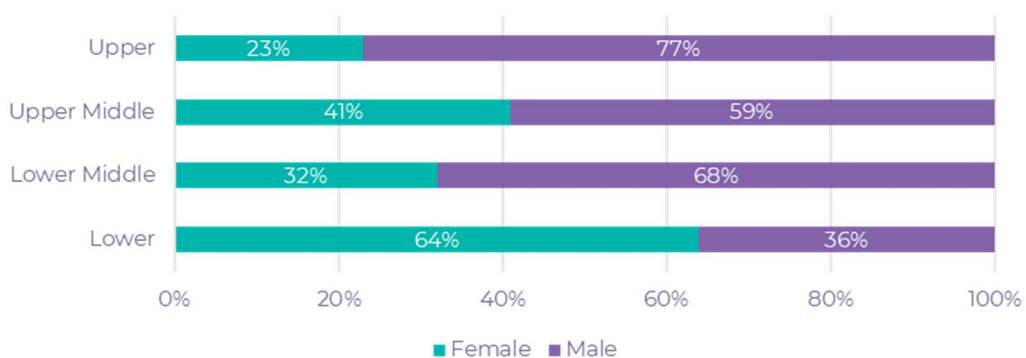
Bonus Pay Gap



Bonus Participation (proportion receiving a bonus)



Pay Quartile Distribution





Understanding our 2025 Gender Pay Gap Results

We monitor equal pay separately to ensure that men and women receive fair and consistent compensation for comparable roles, while also considering levels of experience and responsibility. We're confident that our governance controls will continue to mitigate this risk. The gender pay gaps reported here are primarily driven by representation, with more women in lower-paid roles and more men in higher-paid, higher-earning positions. The hourly pay gap does not indicate a difference in pay for the same job; rather, it reflects the distribution of roles across the organisation.

The bonus pay gap is influenced by role mix and award distribution, with more men in senior roles resulting in a larger share of higher bonus payments for men. Bonuses include annual, completion, service, study, sign-on, and guaranteed payments.

Bonus participation rates are equal for men and women. However, differences in the value of bonus payments remain, reflecting variations in seniority, eligibility and award opportunity and exclude colleagues who joined between January and April 2025, as they are unlikely to have received a bonus as part of the annual discretionary bonus round in March 2025, unless guaranteed. Overall, the bonus gap reflects the impact of representation, eligibility, and the distribution of awards across the company.

Whilst the data presented shows a gap in pay, Hamilton is proud of the representation of women in leadership roles across the organisation, and we remain committed to ensuring fair and equitable pay across all roles.



Our Action Plan (2025 – 2027)

Our commitment to pay equity is grounded in our core values of fairness and reflected in our alignment with evolving Irish expectations for action plans and transparency.

Representation & Progression

- Continued review, implementation and reporting of our talent and succession plans.
- Maintain balanced shortlists for leadership roles, where the market allows.

Reward & Bonus Governance


- Review eligibility rules for comparability and consistency across roles.
- Annual outcome testing and prompt remediation where disparities persist.

Flexible Work & Life Stages

- Continue to offer hybrid working and reasonable adjustments as required to support different working patterns.
- Continue to offer external coaching to any employee returning to work after a period of maternity leave.

Statement of Accuracy

I confirm the calculations within this report are accurate and prepared in line with the requirements of the Gender Pay Gap Information Act 2021 and the associated Irish Government gender pay gap reporting guidance.

Signature: 

Name: Ross Reynolds

Role: CEO, HIDAC

Date: 23rd April 2026