

Red Hat In Ireland Gender Pay Gap 2024 Results

Foreword

Red Hat, a subsidiary of IBM, is committed to conscious inclusion and active allyship for all employees. We are continuously striving to create a more diverse workforce, and we are relentless in our pursuit of gender pay equity for all, both inside and outside of our organization.

The Gender Pay Gap Information Act 2021 is a key piece of legislation which we fully support. Red Hat is committed to creating an inclusive and equitable work environment in Ireland and globally.

By sharing this report, we are publishing metrics by which we can measure our current position, as well as progress in future years.

Introduction

This report reflects our obligations as an Irish employer under the Gender Pay Gap Information Act 2021, which was signed into law in July 2021. The Act places reporting and publication obligations on employers with 150 or more employees. This is Red Hat's third year of reporting, having published our first report in December 2022.

The gender pay gap is different than equal pay, which means paying women and men the same salary for performing the same or equivalent work. A gender pay gap is the difference in the average pay and bonuses of all male and female employees across an organisation.

Paying people fairly based on their job and without discrimination—regardless of gender or race—is not optional. It is a mandate that aligns with our values. Red Hat Ireland, along with IBM, has a longstanding practice of pay equity and is firmly committed to equal pay for equal work. To support our commitment to pay equity, each year we follow a consistent methodology to identify and address pay equity gaps across genders globally.

Red Hat in Ireland Results

A gender pay gap is the difference in the average pay and bonuses of all male and female employees across an organisation. Gender pay gap calculations do not account for differences in pay due to the

nature of the role, level, or years of service or individual characteristics like qualifications and performance. All these variables can impact the results.

Like many other organisations, our gap is a result of having a lower percentage of women in senior, higher paid roles.

Pay & Bonus Gap Results

This is the percentage difference in mean and median pay for all females in the organisation versus all males in the organisation as of June 30th 2024.

Pay & Bonus Gap Results	Mean (average)	Median (middle)
Hourly remuneration pay gap percentages*	30.4%	28.6%
Bonus pay gap percentages	50.7%	45.3%

*Per regulations, pay gaps are to be reported for each, full-time, part-time, and temporary employees. The results above are for Red Hat’s full-time employees as there were no temporary employees employed within the organization during the pay reporting period; and it is not possible to carry out the required calculation for part-time employees as there were no male part-time employees employed within the organization during the pay reporting period.

Pay Quartile Results

This shows the percentage of females and males in each pay quartile as of June 30th 2024.

Pay quartile percentages

Quartile	Men	Women
Upper	73.9%	26.1%
Upper middle	58.1%	41.9%
Lower middle	46.4%	53.6%
Lower	47.5%	52.6%

Bonus & Benefit in Kind Results

This is the percentage of females and males across the organisation in receipt of a bonus and a benefit in kind in the 12 months preceding June 30th 2024.

Bonus & Benefit in Kind Results	Men	Women
Percentage receiving bonus payment during the pay reporting period	92%	94%
Percentage receiving benefits in kind	93%	95%
Percentage eligible for benefits in kind	100%	100%

The Narrative Explaining our Gap

To understand whether our gender pay gap results also reflect pay equity differences, we work with a third party to conduct a statistical analysis of pay for employees based in Ireland, controlling for factors such as role type, job level, and experience.

The result of this analysis indicates that our mean and median pay gaps are largely explained by the different types of roles women and men are in, rather than differences in compensation, when controlling for factors such as those mentioned above.

The under-representation of women at senior leadership levels and in technology roles remains a significant industry-wide challenge in Ireland, as well as globally, to which Red Hat and IBM are not immune.

Addressing the gender pay gap remains a strategic focus for our business and has the full backing of our executive team. Priority actions are already in place, and we continue to look at initiatives to increase gender diversity at all levels.

Actions and Key Focus Areas to Reduce our Gender Pay Gap

Red Hat is committed to providing equitable pay and opportunities for all employees. Our global [diversity, equity, and inclusion web page](#) states that “Our vision is a Red Hat where diversity, equity, and inclusion (DEI) are infused in all we do, and where all Red Hatters feel included, aligned to the business, and safe to be their authentic selves.” The following are some of the activities in which we engage to support equal opportunities and pay equity:

- Activating a DEI strategy to strengthen our open and inclusive culture which includes Functional DEI Action Plans to ensure we are intentional in our efforts to cultivate a culture of belonging at Red Hat.

- **Infusing DEI best practices into our talent processes.** This includes:
 - **Talent attraction:** Ensuring equal access in our hiring process by mitigating barriers and bias from the selection process.
 - **Data collection and analysis:** Adjusting how we collect and analyze talent process data to assess & improve equity and inclusion in our talent processes.
 - **Inclusive hiring:** Reviewing end to end hiring process to identify opportunities to improve equitable outcomes for both internal & external candidates.
 - **Compliance:** Ensuring we adhere to legal and regulatory requirements throughout the recruitment process to mitigate risks, uphold fairness, and promote equal opportunities.
 - **Performance Management:** Mitigating bias in our performance management systems and processes through regular training.
 - **Pay equity:** Providing data insights to our managers and Talent Acquisition team to enable equitable pay decisions; and conducting regular pay equity analyses as a part of our salary program and recommending increases for targeted individuals based on outcomes of these analyses.
 - **Pay transparency:** Providing associates with visibility to the salary range for their role and increasing access to information about compensation programs and practices.

- **Offering programs and benefits designed to create an inclusive environment, which helps us recruit, retain, and support the career development of all associates, such as:**
 - **Flexible work arrangements:** This includes options like remote work and part-time roles to support diverse needs and caregiving responsibilities.
 - **Sponsorship, Mentorship, and Allyship Programs,** which support associate career development and enable allyship behaviors from senior leaders, increasing exposure to diverse perspectives and broadening cross-functional networks.
 - **Global Accessibility Program** which aims to create an environment where everyone can access and utilize technology, services, and personal growth without barriers.
 - **Building from within** through equitable internal mobility opportunities for all Red Hatters in order to support short-term and long-term growth opportunities, aligned with associates' career goals and business priorities.
 - **Support** and provide visibility to talent of diverse identities and perspectives inside Red Hat through 9 DEI Communities

More about these efforts, and our commitment to the advancement of women in technology, are located on our [diversity & inclusion web page](#).

Declaration

We confirm that this report is true and accurate and our data has been prepared following the requirements of the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 and the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) (Amendment) Regulations 2024.