



Gender Pay Gap Report 2025





CONTENTS

1

Foreword

[CLICK HERE](#)

2

Understanding
the Calculations

[CLICK HERE](#)

3

Overall Gender Pay
Results 2025

[CLICK HERE](#)

4

Analysing
the Gap

[CLICK HERE](#)

5

Diversity and Inclusion
Commitments

[CLICK HERE](#)

6

In Conclusion

[CLICK HERE](#)



FOREWORD



Since June 2022, the Gender Pay Gap Information Act 2021 mandates that organisations report their hourly gender pay gap across various metrics. Companies with over 50 employees must submit their reports by the end of the business year. 2025 marks Avant Money by Bankinter's fourth year of reporting.

To summarise, the gender pay gap represents the difference in the average hourly wages of men and women within the company. It compares the earnings of all working men and women, regardless of job roles, working patterns, competencies, qualifications, or experience.

The gender pay gap does not necessarily indicate discrimination or bias, nor does it imply unequal pay for equal work. Instead, it highlights a gender representation gap and shows whether women are equally represented throughout the organisation.

For Avant Money by Bankinter, the snapshot date is 30 June 2025, and we are reporting data from the preceding 12-month period for our 314 employees, both permanent and temporary employed on our payroll.

In terms of total company demographics, our gender split is 53% female and 47% male.

The Gender Pay Gap (mean hourly pay) for the current year is at 22.70% which is in line with prior years.

The underlying reason for our gender pay gap remains, that there are more men than women in senior roles and niched skilled roles, therefore making the average pay for men higher than the average pay for women.

Whilst making progress in the right direction, there are ongoing tangible actions in place to create gender representation across all levels to close this gap, through initiatives such as our continued commitment to the Women in Finance Charter, family friendly policies, recruitment practices, mentorship and training programmes.

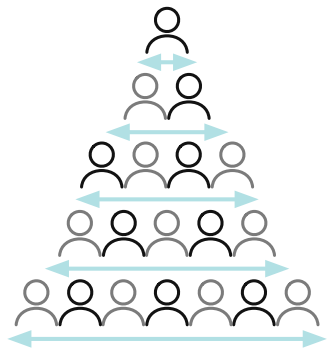
Helen Richardson,
Head of Human Resources





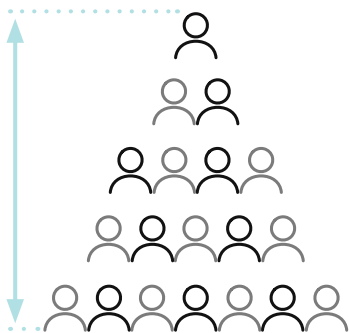
Understanding the Calculations

It is important to understand that equal pay is not the same as gender pay gap, and the two concepts should not be confused.



Equal Pay

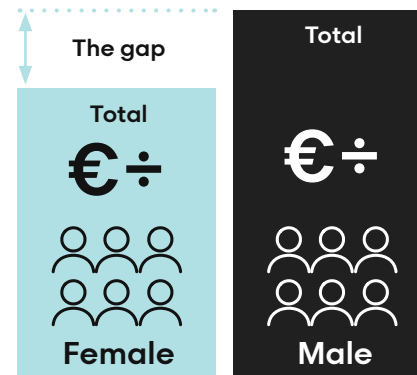
Equal pay requires that women and men carrying out the same or similar work in the same employment must receive the same pay.



Gender Pay Gap

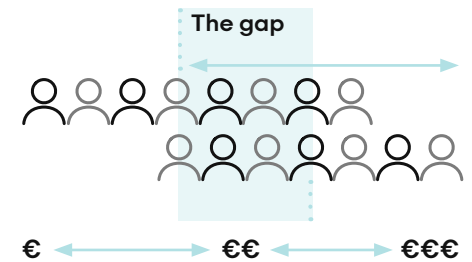
However, the gender pay gap measures the difference between the earnings of women and men across the business, regardless of the work they do. This is expressed in mean and median earnings based on equivalent hourly rates, and is shown as a percentage of men's earnings.

Mean:



The mean is calculated by adding up the total pay of employees and dividing by the number of employees. The calculation is completed separately for men and women and the means are compared.

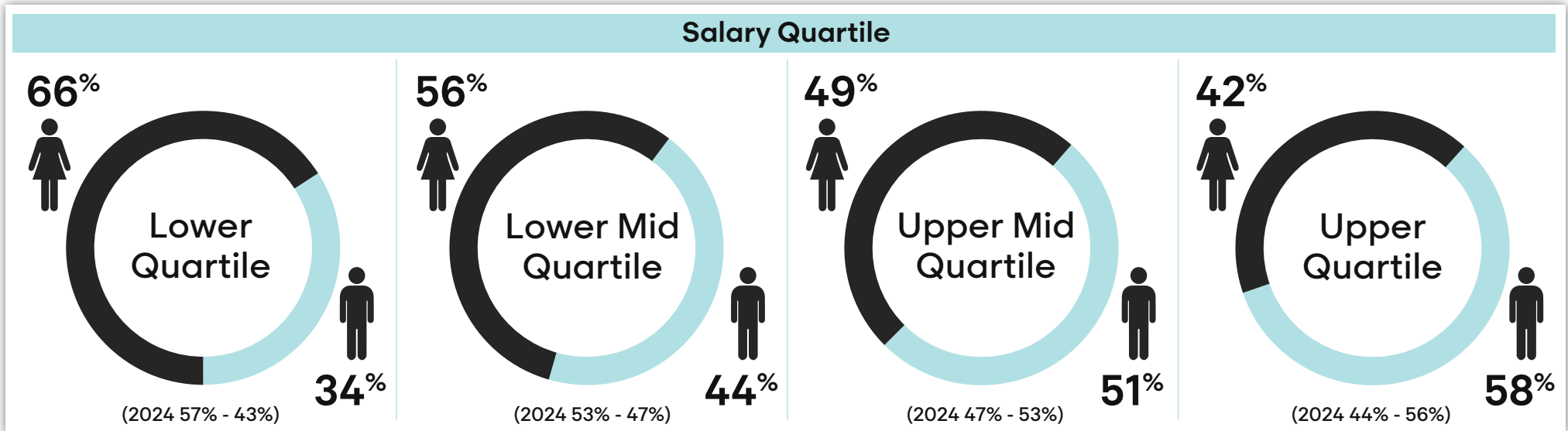
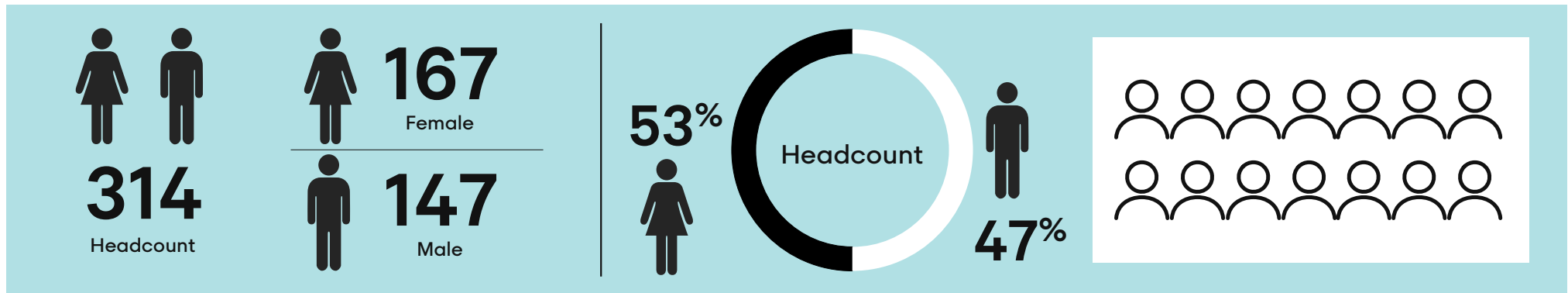
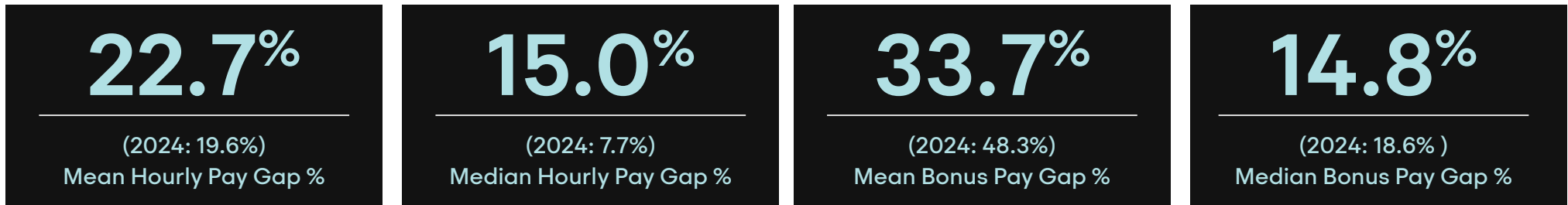
Median:



The median is the middle number of a ranking of pay from lowest to highest and gives us the best view of "typical" pay. The calculation is completed separately for men and women and the medians are compared.



Overall Gender Pay Results 2025





Overall Gender Pay Results 2025

Part time employees

47.5%

(2024 57.1%)
Mean Hourly
Pay Gap %

38.2%

(2024 41.0%)
Median Hourly
Pay Gap %

Temporary contracts

31.3%

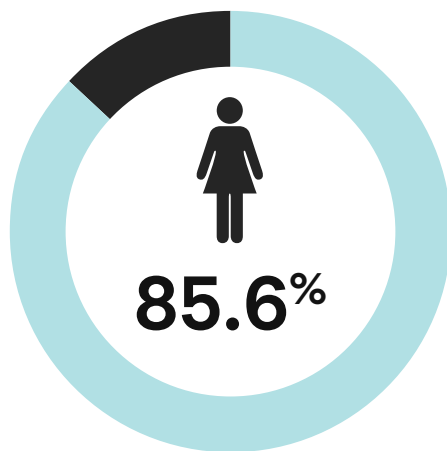
(2024 3.0%)
Mean Hourly
Pay Gap %

7.8%

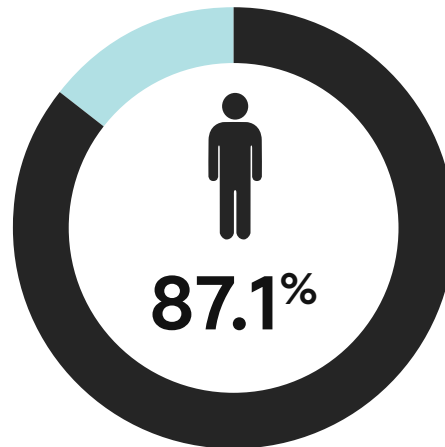
(2024 2.4%)
Median Hourly
Pay Gap %

Proportion of male and female employee paid bonus pay & benefit

Bonus paid proportions

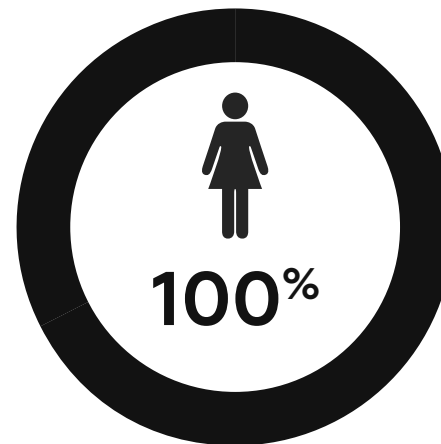


2024: 90.5%



2024: 91.2%

BIK paid proportions





Analysing the Gap

Quartiles & Demographics

The pay quartiles reflect the demographic of our employees. Overall, we have a gender breakdown of 53% female employees and 47% male employees as of the snapshot date the 30 June 2025. This includes all permanent employees, fixed term contractors and summer placement students on our payroll as of that date.

At roles across the lower to upper mid quartile there is greater female representation. As we progress beyond this to the upper quartile, there is a shift towards higher male representation. This can be attributed to more niche specialised roles being fulfilled by males and in particular at the senior leadership level.

Hourly Pay Gap

How do we calculate?

The gender pay gap is the difference in the average hourly wage of men and women across the company. It compares the pay of all working men and all working women in the organisation; not just those in same jobs, with the same working patterns or the same competencies, qualifications, or experience.

To calculate the mean hourly rate, we include all amounts of ordinary pay (salary, overtime, premium payments, and allowances) plus all amounts of bonus pay and incentives earned in the reporting period divided by the total number of hours worked by the employee in the reporting period. It is important to note, as the business experienced growth we had significant hiring whereby some employees were not in employment for the full performance year to earn full bonus / incentive for the reporting period (01 July 2024 to 30 June 2025).

All Employees

A **mean pay gap of 22.7%** exists across the company and this gap decreases to **15.0%** when the median pay for men and women is compared. This difference is mainly due to more men holding senior management and highly specialised roles.

Part-time Employees

A small number of male employees hold specialised, skilled part-time roles with pay levels that reflect market rates and their expertise. This contributed to a median pay gap of 38.2% when compared to female part-time employees. In 2025, there were 14 part-time employees in total, with females representing 79% and males 21% of this group.





Analysing the Gap



Employees on Temporary Contracts

We have a number of fixed term contractors on our payroll mainly in the business operations area. This cohort includes summer placements and a small number of flex resources. Based on a small number of specialised roles held by males on temporary contracts, this contributes to a median pay gap of 31.3% and when looking at the median this drops to 7.8%

Bonus Pay Gap

All bonuses paid to relevant employees in the 12 months prior to the snapshot date of 30 June 2025 have been included in the gender bonus gap metrics. Bonuses are discretionary and are performance related. They included monthly incentive plans bonus plans and other performance related remuneration. Earning potential will vary across bonus plans to reflect company and individual performance, the scope of the role, contribution to the business and leadership accountabilities.

The mean bonus gap is 33.7%. However, the true representation of the bonus pay can be understood by viewing the median gap, which is 14.8%. The legislation requests an employer to express the bonus gap as a mean and a median figure. The mean figure includes all the employees within the organisation and takes the average. However in an organisation where there is not symmetrical pay this can often distort the mean number. Accordingly, the median figure is a fairer representation of the gap as it does not include anomalies of bonus pay at the top and bottom of the data.

The % of male and of female employees paid bonuses is almost on equal terms with 85.6% of the total female workforce earning a bonus and 87.1% of males.

Benefits

At Avant Money by Bankinter, we foster a positive and supportive workplace culture through a comprehensive range of benefits and policies that prioritise employee wellbeing. Every employee receives at least one benefit in kind. Our offerings include private healthcare, pension schemes, access to the “United Heroes” wellness app, and recognition through digital gift cards.



Diversity and Inclusion Commitments

Culture

The culture team, which is made up of cross functional volunteers was formed at the beginning of 2025, with support from the Human Resources team. A strong focus is placed on Diversity and Inclusion, Wellbeing and Employee Engagement, Charity, and Citizenship activities.

It is our goal to continue to increase awareness and promote best practices within initiatives across the business to help reduce the gender pay gap.

2025 - Women in Finance Charter

To mark International Women's Day, for the second year, we attended the Women in Finance charter report launch reaffirming our commitment to understanding the drivers of gender representation at all levels of the business, whilst identifying actionable steps to drive change in the short, medium, and long term. Women make up 53% of our overall workforce, and while we are making some progress, there is still an opportunity to increase female representation in niche skilled and senior-level roles within our company.

In support of the Women in Finance charter and aligned with this year's International Women's Day theme of taking action, we created internal opportunities focused on mentorship and training for women in finance. These initiatives provide valuable insights and support, helping participants to grow their confidence and capabilities. As a result, we've placed a strong emphasis on learning, development, and mentorship, key drivers in creating meaningful work experiences and career pathways.

Recruitment and Promotional Practices

We continue to prioritise inclusive recruitment practices by using gender neutral language in all of our job descriptions, and gender representation is tracked in CV submissions. To encourage broader engagement, we've extended recruitment timelines and introduced new sourcing methods. While we've seen an increase in female CVs for certain roles, we recognise that further progress is needed, and we remain committed to improving gender balance in applicant pools.

A key initiative this year was the introduction of Back to Work Connect, a social enterprise that supports midlife professionals, predominantly women, returning to the workforce or those changing careers. This platform provides access to skills, support, and meaningful opportunities, helping us reach a more diverse talent pool. We also strive for gender-balanced recruitment panels wherever possible, reinforcing our commitment to fair and inclusive hiring decisions.

Diversity and Inclusion Commitments (Cont'd)

Development and Talent

In 2024, we prioritised learning and development initiatives across the business and we've continued to do so in 2025. We relaunched Mentor Connect, a mentorship programme for peer-to-peer mentorship providing upskill opportunities for staff from partnering with external companies for training, internally utilising our platforms focusing on enhancing specific niche skills, along with our continued partnership with the Institute of Bankers supporting staff professionally with learning opportunities and subsequent qualifications.

As part of our ongoing commitment to the Women in Finance charter and supporting the development of female talent, we launched two Advancing Women in Leadership programmes. These sessions focused on building key leadership competencies from a female perspective, covering topics such as leadership styles, personal branding, navigating workplace dynamics, and strategic networking. The programme plays a vital role in promoting gender balance by developing future female leaders and decision makers. To ensure the training was embedded, we also established working groups to support participants with their individual development goals to provide a safe space for continued learning and peer support.

We continue our practices in talent development working closely with senior leaders on talent planning activities and encouraging employees to complete personal development plans ensuring that everyone has a structured framework to enhance their professional growth called My GROWth plan. We also support employees through the education reimbursement supports provided. We promote an "Earn as you Learn" programme to recognise and financially reward employees irrespective of gender, who undertake further study and courses relating to their work discipline.

Inclusive Leadership Training

We are proud to have recently received the Investors in Diversity Bronze Accreditation from the Irish Centre for Diversity. This recognition reflects the strong foundation we've built in embedding diversity and inclusion across our organisation. It's a significant milestone. As part of the accreditation process, our Senior Leadership Team participated in inclusive leadership training, topics covered on the day included inclusive leadership, training challenges organisations face in creating inclusive environments, and how embracing diversity can help overcome those challenges. The session also explored the impact of unconscious bias and provided practical insights to support our continued progress in fostering an inclusive workplace.





Diversity and Inclusion Commitments (Cont'd)

Leadership Training

This year, we continued our dedicated leadership training programme for senior managers and are proud to report 50% female completion rate. The initiative was well received, with participants particularly valuing the one-on-one coaching provided by an external executive coach over a six-month period. This personalised support gave individuals focused time to work on their development goals and gain independent advice. By empowering women through targeted leadership development, we're building a more inclusive management team, one that embraces diverse perspectives and drives stronger decision making.

Apprenticeship Programme

We continue to invest in apprenticeship programmes that support skills development while providing valuable workplace experiences. This year, colleagues have joined a new Sales Apprenticeship Programme, designed to help participants build core sales capabilities while gaining hands-on experience in their roles. We also remain committed to the International Financial Services Apprenticeship, delivered in partnership with the National College of Ireland and a consortium group. This programme enables us to contribute industry insights to the education provider, ensuring the curriculum remains relevant and impactful. Both initiatives reflect our commitment to upskilling our workforce and creating meaningful development opportunities that support career progression and long-term growth.

Graduate Programme

We're delighted to have launched our new Graduate Programme, welcoming two graduates into a structured three-year development journey. In partnership with an external learning provider, year one includes a tailored curriculum focused on building both soft skills and practical, hands-on experience. This initiative not only supports the graduates personal and professional growth but also strengthens the future talent pipeline in financial services, ensuring our business is equipped with the skills needed for the future as we grow.

Diversity and Inclusion Commitments (Cont'd)

Unconscious Bias Training

Unconscious bias training continues to be a key part of our inclusion strategy, with 94% of employees having completed the programme this year. This training is regularly highlighted as best practice and plays a vital role in fostering a more inclusive culture by helping employees recognise and challenge their own biases. It reflects our ongoing commitment to creating a fair and equitable workplace for all.

Retirement Planning Workshops

This year, we introduced retirement planning workshops as part of our commitment to supporting the long-term financial wellbeing of all employees. By equipping our people with the knowledge and tools to plan for their future, we're reinforcing our dedication to financial inclusion and looking after our employees at every stage of their career.

Reward, Pay & Policy Practices

- As part of diversity accreditation, policy and procedure updates, we have updated policies to ensure we are using inclusive language that is up to date with legislation. We also have an established Menopause Meet Up group which is an employee led internal support network for colleagues to meet up, discuss and share information relating to menopause in a safe environment.
- We continue to promote work-life balance and family-friendly policies, and we're pleased to see more men across all levels of the business making use of various types of leave, including parental leave. This reflects our commitment to supporting the diverse needs of our people.
- We continue to benchmark our reward, pay, and recognition practices to maintain market competitiveness in total compensation. We collaborate with our benefit providers to ensure employees fully understand and value their benefits.
- Additionally, we regularly review our remuneration policy, incentives, and annual bonus plans to ensure they remain competitive.



Our Community

- Colleague choice is an initiative we continue to run with that puts our staff in the spotlight to champion causes that matter to them. It supports the remarkable work being done by local and national charitable organisations through monthly donations made by Avant Money by Bankinter that align with nominations made by our staff.
- For the third consecutive year, we've continued with our Community School outreach initiative. AVM Career Chats 2025 has seen an increase in our staff share their career journey experiences with students, and as part of the discussions, they've highlighted financial services as being a long-term career preference.
- We are proud of our ongoing partnership with Sligo Rovers Football Club supporting both the men and women's football teams. Again this year, we held our kid's mascot event, whereby staff and their kids enjoyed an event alongside the players at the Showgrounds.



In Conclusion

At Avant Money by Bankinter, we are on a journey as the business grows to strengthening gender balance across the organisation. While a gender pay gap persists, our commitment remains: to support the advancement of women at all levels and to continue building a diverse and inclusive workplace culture.



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