



# **RWS Ireland Gender Pay Gap Report 2025**

26/11/2025

## Message from the CEO

At RWS, we recognise that the strength of our global community lies in the diversity of our people. We believe that embracing different perspectives, backgrounds, and experiences adds immense value to our business and helps every colleague thrive.

Creating an inclusive and welcoming culture where diversity is celebrated and everyone feels they belong is central to our values and critical to our continued success. Research consistently shows that organisations with inclusive environments outperform their peers, generating more innovative ideas, executing more effectively and achieving stronger business results.

In our 2025 engagement survey, we received an overall inclusion score of 71%, with colleagues affirming that RWS fosters a diverse culture and promotes a sense of belonging. These insights reinforce our commitment to listening, learning and acting on feedback to drive meaningful change.

As part of our ongoing efforts, we continue to focus on key pillars of activity aligned with the Group's Diversity, Equity and Inclusion Policy. We balance large-scale initiatives with a rich mix of smaller, targeted actions that celebrate the full spectrum of human difference and the many unique traits that make each colleague who they are.

In November 2025, we launched our Diversity Festival Month, expanding on previous years' success with a series of events and learning opportunities designed to raise awareness, spark conversation and inspire action across all areas of our DEI&B journey.

In this year's report, we have outlined the gender pay gap for one of RWS Holdings plc's Ireland entities in line with Irish legislation.

## What is the gender pay gap?

We are disclosing our gender pay gap analysis for 2025 in accordance with Irish regulations for gender pay gap reporting. We are required by that legislation to report on employing entities in Ireland with more than 50 employees. For RWS, this requires us to reference the relevant employees who were part of the entity known as Propylon Limited (Ireland), which had 139 relevant employees on the 'snapshot date' of 30 June 2025. This is our first gender pay gap report for this entity, due to recent changes in reporting requirements set by the government.

The gender pay gap is the difference between the hourly rate of pay and bonus of male and female colleagues (as set out in the regulations) and expressed as a percentage difference of the hourly pay rate of male colleagues.

The gender pay gap within this report is disclosed on both a mean (average) and median (mid-point on a distribution) basis for this Ireland subsidiary only and provides several statutory calculations annually showing how large the pay gap is between male and female colleagues:

- Hourly remuneration gap between men and women (mean and median)
- Hourly remuneration gap between part-time employees only (mean and median)
- Hourly remuneration gap between temporary workers (fixed term employees) only (mean and median)
- Percentage of all men and women who were paid a bonus

- Bonus remuneration gap (mean and median)
- The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands
- Percentage of all men and all women who received benefits in kind

In line with the government's gender pay gap reporting regulations, the analysis has been based on pay data for hourly pay calculations and bonus calculations at the 'snapshot date' of 30 June 2025, which was selected as June payroll was payment for 1 – 30 June 2025.

## 2025 Ireland Gender Pay Gap Report

The following table provides a summary of the results based on the statutory calculations outlined earlier in the report –

Table heading	Mean	Median
Hourly pay (all employees)	17%	22%
Hourly pay (part time employees)	17%	8%
Hourly pay (temporary employees)	10%	-5%
Bonus	50%	1%

Proportion of colleagues receiving a bonus	Male	Female
	73%	71%

Pay quartiles showing the gender distribution in each pay quartile	Male	Female
Lower	63%	37%
Lower middle	74%	26%
Upper middle	89%	11%
Upper	77%	23%

## What does the pay gap tell us?

On the snapshot date, there were 139 'relevant' employees, of which 24% are female colleagues and 76% are male colleagues. Of the group, 9 were on fixed term contracts at the time of the snapshot date (temporary workers) and there were 4 part time permanent workers. Our analysis shows that in the period ending on the snapshot date of 30 June 2025, the mean gender pay gap was 17%, and the median gender pay gap was 22% for all colleagues. This indicates that on average, female colleagues on this payroll earn 83 cents for every €1 a male colleague earns. With respect to the pay quartile analysis, we see a distribution of a higher percentage of males across all quartiles, which we conclude is reflective of there being a higher number of male employees overall.

At Propylon Limited (Ireland), we are committed to fairness, inclusion and equal opportunity across all aspects of our business. As a technology and engineering company, we operate within an industry that has traditionally experienced gender imbalances, particularly in technical and senior engineering roles. These imbalances can influence gender pay gap results, even when men and women are paid equally for the same roles.

Our gender pay gap analysis reflects the composition of our workforce: 76% male, 24% female, rather than unequal pay for equal work. The gap arises primarily from the distribution of men and women across different roles and levels, with a higher proportion of men in senior technical and engineering positions. This pattern aligns with broader trends across the technology sector; however, we are encouraged to see progress in our own recruitment efforts. While 28% of new hires during the previous 12-month reporting period were female, this figure has risen to 41% in the current 12-month period to date, reflecting positive steps toward narrowing the gender gap in recruitment.

Women are underrepresented at senior levels, which disproportionately impacts mean and bonus pay metrics. The median bonus metric is an accurate reflection of the bonus system; a fixed amount based on seniority level and not as a percentage of salary.

## Taking further action – Our Plan

We are committed to continuously advancing equality across the RWS Group by nurturing an inclusive culture where every colleague is empowered to reach their full potential. In support of our people strategy, we've embedded a variety of initiatives that help us drive progress and foster fairness throughout the business. Propylon Limited (Ireland) continues to take active steps to promote gender diversity and equity in all areas. We are focused on:

### **Inclusive recruitment**

At RWS, inclusivity is at the heart of how we attract and develop talent. We recognise that diverse teams lead to stronger ideas, better solutions and a more positive workplace culture.

Our recruitment process is carefully designed to welcome women at every stage, from the inclusive language in our job postings to the balanced structure of our interview panels. We actively seek to engage female candidates for both technical and leadership positions and provide flexible working arrangements that support a healthy work-life balance.

By creating equitable opportunities for women to join, contribute and lead, we continue to build a company where everyone can thrive and succeed.

RWS operates a hybrid working policy for all staff, acknowledging the importance of flexibility and well-being. This policy enables employees to prioritise what matters most to them while excelling in their professional roles.

### **Women in STEM**

At Propylon Limited (Ireland), we are committed to fostering an inclusive environment where everyone can thrive. We actively champion women in STEM and have taken meaningful steps to encourage and support the next generation of female talent.

Propylon Limited (Ireland) partners with Trinity College Dublin through their five-year Software Engineering Master's Programme. We make a conscious effort to hire female interns through this programme and are proud to see many of them grow within the company. In addition, Trinity College has invited female members of our team to participate in their Women in STEM seminars, which we actively support and attend.

### **iFIT Tech Apprenticeship**

In 2025, Propylon Limited (Ireland) will participate in the iFIT Tech Apprenticeship Programme, a two-year initiative in Software Development aimed at supporting local women. This programme is designed for individuals who have recently completed second-level education or mature learners seeking to retrain. It offers participants the opportunity to earn while they learn, promoting economic independence and providing a clear pathway to quality employment in the tech sector.

Propylon Limited (Ireland) has committed to hiring an apprentice from this programme between 2025 and 2027 as part of our ongoing Women in STEM and inclusion initiatives. The programme is run by SOLAS, the State agency responsible for developing a world-class Further Education and Training (FET) sector in Ireland. By participating in this initiative, we are investing in our local community, supporting women's advancement in technology and strengthening our future talent pipeline.

## Salary Benchmarking

RWS has implemented a comprehensive salary benchmarking system to ensure that every role is fairly and consistently rewarded across all departments. Our Talent Acquisition and Human Resources teams invest significant time and resources into these benchmarking processes to maintain competitive and equitable compensation within the market.

This structured approach promotes fairness and transparency, helping to prevent pay discrepancies and reinforcing our commitment to equality throughout the employee lifecycle.

## Agile working policy

Our approach to agile working enables our colleagues to seamlessly work across virtual and physical environments, collaboratively and safely. Colleagues in this group either work fully remotely or on a hybrid basis, and we will continue to support agile working practices that foster autonomy and support a healthy work-life balance to sustain and build on what colleagues value most.

## DE&I Council

We recognise that closing the gender pay gap requires sustained effort across the industry. We are proud to contribute to this change by fostering an environment where all employees—regardless of gender—can thrive, develop and succeed.

In 2021, Propylon Limited (Ireland) established our Diversity Equality and Inclusion (DE&I) committee as an extension of our Great Place to Work (GPTW) Committee. The Council's mission is to foster an inclusive and equitable workplace that provides equal opportunities for all employees, regardless of race, tenure, gender, sexual orientation, or age.

The DE&I committee plays a vital role in promoting a workplace culture that values diverse perspectives, drives innovation, and enhances problem-solving and business outcomes.

## Employee Resource Groups (ERGs)

RWS has established group-wide inclusion pillars, each supported by an ERG. These groups are sponsored by Executive Team members and supported by HR and Learning & Development to ensure strategic alignment. ERGs promote awareness, engagement and representation across the organisation, with tailored initiatives for each pillar. Overall, these voluntary ERGs exist to:

- Promote diversity and inclusion by helping develop people, increase their engagement and expand marketplace reach
- Bring people together who share similar characteristics, life experiences, interests and/or goals
- Create safe spaces for networking and support
- Raise awareness, share ideas, thoughts and learnings
- Spark change through actions that can be taken collectively and individually

The RWS Diversity Council connects the work of all ERGs into a broader, business-driven strategy. It guides the organisation in creating a workplace that reflects the societies in which RWS operates.

## **RWS Diversity Festival**

Introduced in May 2023, the Diversity Festival is an annual event promoting inclusion and offering targeted education and training. In its inaugural year, it attracted over 270 live attendees and 800 post-event viewers. In 2025, the festival will take place over the full month of November, with sessions on numerous topics across all our Employee Resource Groups (LGBTQ+, Women, Persons with Disabilities, Neurodiversity and Wellbeing) to celebrate our diversity as a company, increase awareness and to inspire colleagues to get involved.

## **Social responsibility and volunteering**

We continue to provide opportunities for all colleagues globally to take up to 5 days a year, on top of annual leave, to get involved in their communities and charitable projects of personal importance. Our Site Leader team, composed of local leaders who promote culture and lead change at a site level, encourage the use of these days through site-led volunteering days and colleagues also have the option to use them for initiatives closer to home.

## Closing Statement

Propylon Limited (Ireland)'s gender pay gap analysis reflects the composition of our workforce, having a higher representation of men than women across the organisation. This pattern is consistent with trends across the broader technology sector.

Propylon Limited (Ireland) commits to a targeted action plan designed to further reduce the pay gap and strengthen gender balance at all levels. This includes more transparent remuneration frameworks, inclusive talent development initiatives and enhanced monitoring of recruitment and promotion processes.





## About us

RWS is a content solutions company, powered by technology and human expertise. We grow the value of ideas, data and content by making sure organizations are understood. Everywhere.

Our proprietary technology, 45+ AI patents and human experts help organizations bring ideas to market faster, build deeper relationships across borders and cultures, and enter new markets with confidence – growing their business and connecting them to a world of opportunities.

It's why over 80 of the world's top 100 brands trust RWS to drive innovation, inform decisions and shape brand experiences.

With 60+ global locations, across five continents, our teams work with businesses across almost all industries. Innovating since 1958, RWS is headquartered in the UK and publicly listed on AIM, the London Stock Exchange regulated market (RWS.L).

More information: [rws.com](https://rws.com)

© 2025 All rights reserved. Information contained herein is deemed confidential and the proprietary information of RWS Group\*.

\*RWS Group shall mean RWS Holdings plc for and on behalf of its affiliates and subsidiaries.