



RWS Ireland Gender Pay Gap Report 2025

Moravia IT S.r.o

20/11/2025

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 Moravia IT s.r.o, which had 55 relevant employees on the 'snapshot date' of 21 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 21 June 2025, which was selected as June payroll was payment for 21 May – 21 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)	-1.56%	-8.98%
Hourly pay (full time, permanent employees)	-1.76%	-1.45%
Hourly pay (part time employees)	There is no gap to calculate as a percentage of the male average since the male average is zero	There is no gap to calculate as a percentage of the male median since the male median is zero
Hourly pay (temporary employees)	-0.89%	-52.40%
Bonus	There is no gap to calculate as a percentage of the male average since the male average is zero	There is no gap to calculate as a percentage of the male average since the male median is zero

Proportion of colleagues receiving a bonus	Male	Female
	0%	3.03%

Pay quartiles showing the gender distribution in each pay quartile	Male	Female
Lower	35.71%	64.29%
Lower middle	50%	50%
Upper middle	42.86%	57.14%
Upper	30.77%	69.23%

What does the pay gap tell us?

On the snapshot date, there were 55 'relevant' employees, of which 60% are female colleagues and 40% are male colleagues. Of the group, 28 were on fixed term contracts at the time of the snapshot date (temporary workers) and there was 1 (female) part-time permanent workers. Our analysis shows that in the period ending on the snapshot date of 21 June 2025, the mean gender pay gap was -1.56%, and the median gender pay gap was -8.98% for all colleagues. This indicates that on average, male colleagues on this payroll earn 98 cents for every €1 a female colleague earns. This reverse gap suggests a positive trend toward pay equity, with female colleagues earning slightly more than their male counterparts overall.

When segmented by employment type:

- Full-time permanent employees show a minimal gap (mean: -1.76%, median: -1.45%), reinforcing the consistency of pay practices.
- Temporary employees also reflect a small mean gap (-0.89%), though the median gap is more pronounced at -52.40%, likely influenced by the concentration of female hires in a particular group of temporary roles, which are highly qualified and experienced in nature, and therefore higher paying.
- Part-time employees and bonus pay data are inconclusive due to the absence of male colleagues. This bonus is the result of a spot bonus recognition programme relating to RWS' Site Leadership programme, where local leaders promote a positive culture, create a safe and engaging working environment and lead change at a site level, and is not part of regular earnings.

With respect to the pay quartile analysis, we have a relatively even distribution of male and female colleagues across the quartiles, particularly in the lower middle (50%/50%) and upper middle (57%/43%) for female/male ratios. There are a higher proportion of female colleagues in both the lower, upper middle, and upper quartiles compared to male, which we conclude is reflective of there being a higher number of female employees overall. This distribution reflects the overall higher proportion of female employees and suggests that women are well represented across technical and team lead roles. The role structure for this group is a standardized model, with reduced variance in job complexity and responsibilities. Additionally, the local team contains only a few team lead roles, with senior leadership located in other countries, thereby reducing the disparity in role level and salaries.

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.

Salary Benchmarking

RWS has implemented a comprehensive salary benchmarking system to ensure that every role is fairly and consistently rewarded across all divisions. 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.

Inclusive recruitment

Our global Applicant Tracking System enables our Talent Acquisition team to provide a consistent and enhanced candidate experience across RWS. Our Talent Acquisition team continues to prioritise gender equality across our recruitment programmes at all seniority levels, with 58% of our Exec team being female as of 1 November 2025. Alongside this, our Candidate Charter commits to making employment decisions based on business needs, job requirements and individual qualifications, without regard to race, religion, nationality, ethnicity, sex, age, disability, veteran status or sexual orientation.

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.

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

We are encouraged by the minimal gender pay gap across RWS Ireland and the strong representation of women in technical and leadership roles. These results reflect our commitment to fair pay, inclusive hiring and a culture where all colleagues can thrive. As we continue to evolve our practices and policies, we remain focused on transparency, equity, and creating opportunities for all.



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

© 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.