

Gender Pay

Gap Report

2025

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1 Introduction

Following the enactment of the Gender Pay Gap (Information) Act, 2021, Member First Credit Union (MFCU) is pleased to share the Gender Pay Gap ('GPG') Report for 2025. This law requires organisations with over 50 employees to publish their GPG data, report on the reasons for the gaps and detail the measures the organisation has proposed to eliminate or reduce the gaps.

MFCU is now at the employee threshold for mandatory reporting. Please note that the pay and bonus gaps are based on a 12-month pay cycle and the chosen snapshot date is 30th June 2025.

MFCU welcomes the opportunity to report on our Gender Pay Gap. MFCU is an organisation that embraces transparency and reporting our gender pay gap data and implementing initiatives to address any gap identified is important to us. When considering matters relating to Gender Pay, it is important to emphasise that a core principle of Member First Credit Union approach to Pay and Reward is ensuring that all employees, regardless of gender, age, ability, disability, or social or ethnic background are remunerated fairly and that no differentiation exists in the pay of any individual because of any of those factors.

The Gender Pay Gap (Information) Act 2021 requires us to publish our GPG data within 5 months of the chosen date in June 2025.

2 What is the Gender Pay Gap?

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. It compares the pay of all working men and women; not just those in similar jobs, with similar working pattern or with similar competencies, qualifications or experience. It is an indication of whether there is an even split of men and women across all role types and levels.

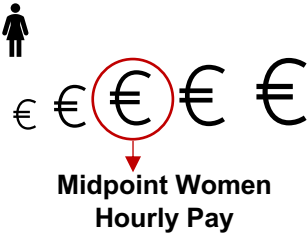
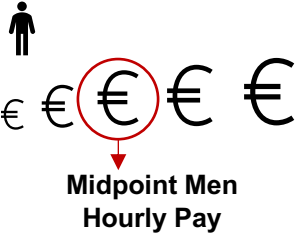
There are two key measures calculated:

- The **mean pay gap** is calculated by adding all employees' pay together for each gender to derive an hourly rate of pay for that gender and dividing by the total number of employees.

Measure	Formula for Women		Formula for Men
Mean Gender Pay Gap	 Women Average Pay = Total hourly female pay ÷ Number of women	versus	 Men Average Pay = Total hourly male pay ÷ Number of men

- The **median pay gap** is calculated by finding the midpoint in all employees' hourly pay and discarding the lowest and highest rates of pay or 'outliers.' Therefore, half of the employees'

earnings will be above the midpoint and half will be below the midpoint. Often, a median pay gap will be lower than its corresponding mean pay gap.

Measure	Formula for Women		Formula for Men
Median Gender Pay Gap		versus	

Where the percentage figure is above 0%, the pay of men is higher than that of women. Where it is below 0% the pay of women is higher than that of men. In an ideal scenario both the mean and median gender pay gap would be 0%.

3 Is Gender Pay linked to equal pay?

No, equal pay is about ensuring men and women in similar roles are paid the same amount, in line with their skills and experience. MFCU is committed to equal pay and already take measures to ensure we pay all employees fairly and equitably.

4 Gender Breakdown

On 30 June 2025 there were 75 employees in MFCU.

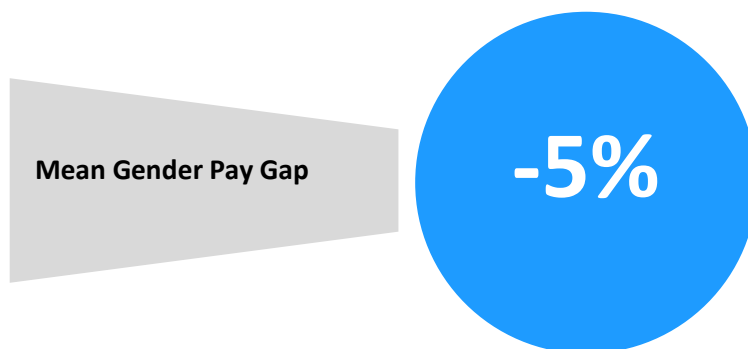
MFCU gender breakdown by proportion of employees			
	80% Female		20% Male
MFCU gender breakdown by proportion of full-time employees			
	81% Female		19% Male

MFCU gender breakdown by proportion of part-time employees			
	76%		24%
	Female		Male

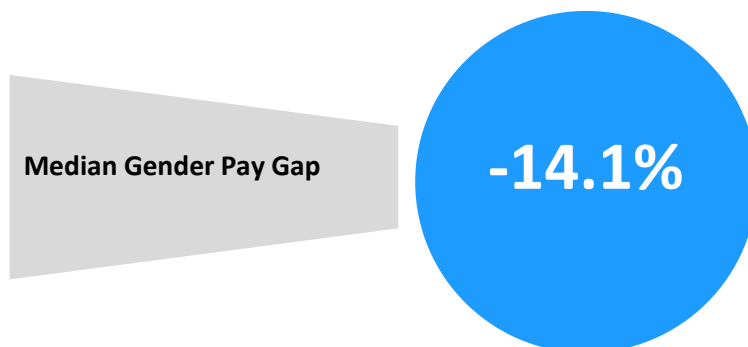
5 Gender Pay Gap Profile

The GPG is the difference between in the average hourly wage of males and females across a workplace. It does not take in to account any other factors (for example years of service, grade or any period of statutory leave).

The GPG using the mean hourly rate for the reporting period was 5% in favour of female employees.



The GPG using the median hourly rate was 14.10% in favour of female employees.



We are pleased that our mean Gender Pay Gap is lower than the Irish and Eurostat EU figure 12%.

The Gender Pay Gap Information Act 2011 requires organisations to provide the Mean Gender Pay Gap % and the Median Gender Pay Gap % across three different categories:

- All employees
- Part-Time Employees
- Full Time Employees

Gender Gap in Hourly Remunerations		
	Mean %	Median %
All Employees	-5%	-14.10%
Part-Time Employees	-40.87%	-50.67%
Full-Time Employees	3%	5.32%

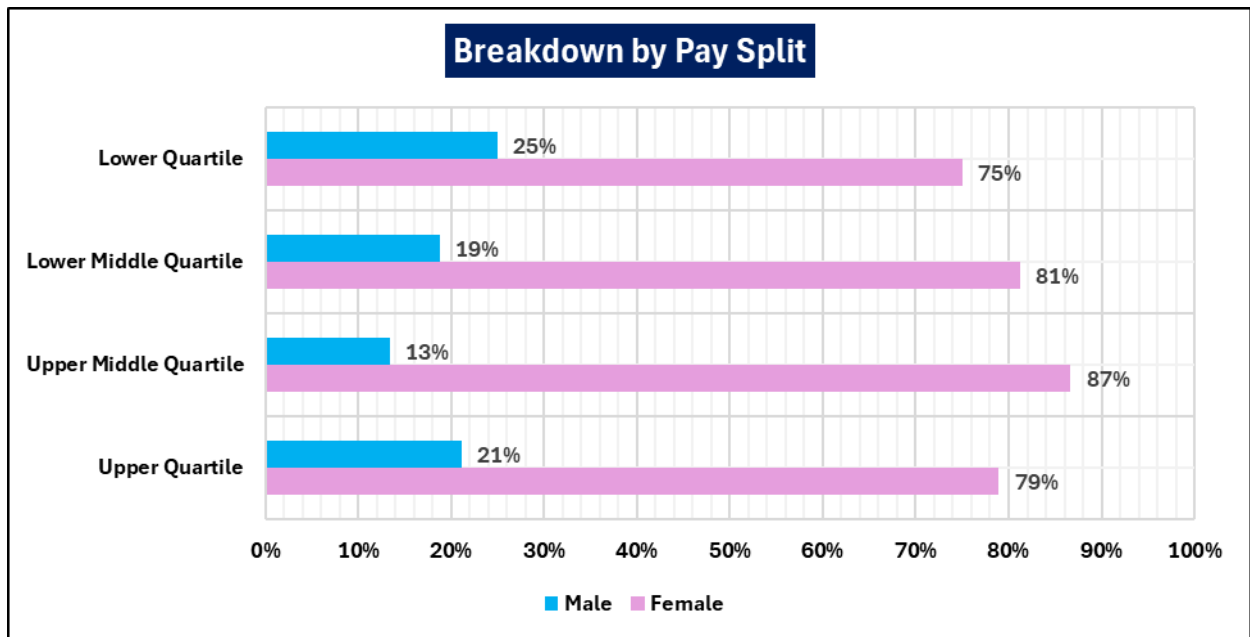
Here the results are below 0% as our female workers have a higher hourly pay rate than males. Only a small number of staff are employed on a part-time basis, with part time staff often being women which is why the gender pay gap figures here are not representative of the whole organisation.

The primary reason for our gender pay gap is due to our organisational shape with a significantly larger number of females in lower-level roles and higher numbers of males in more senior positions.

6 Gender Breakdown by Quartile

Employees were organised into quartiles based on hourly remuneration of all male and female full-time employees: lower, lower middle, upper middle and upper. Pay quartiles take the hourly pay of all employees, divided into 4 quartiles arranged from the lowest 25% of pay (Lower quartile) to the highest 25% of pay (Upper quartile).

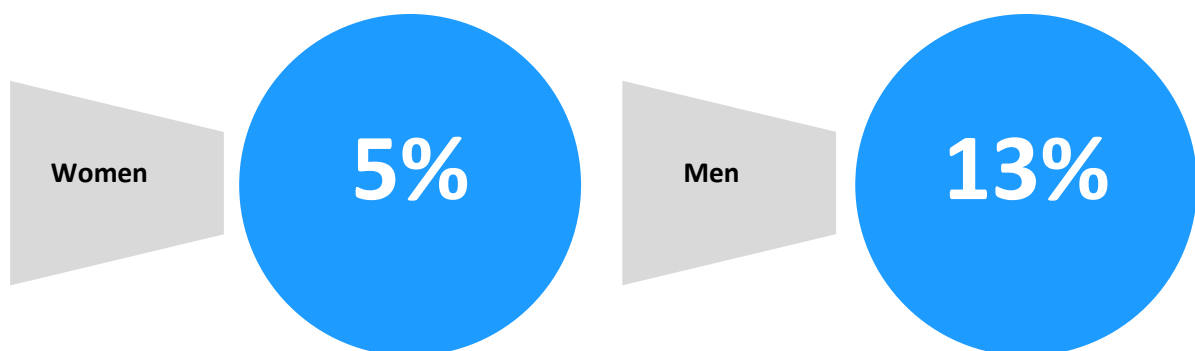
The proportion of male (in blue) and female (in pink) full time employees in each quartile was expressed as a percentage. There is no requirement to show this information for part time or temporary employees.



The chart above shows the gender representation in each of our pay quartiles. Within each of the quartiles there are an equal number of colleagues. Through our analysis of the pay quartiles we know that there are more women in quartiles 1, 2 and 3 with a higher proportion of men in quartile 4 where there are more senior, higher paid roles. The representation variation in the quartiles explains the gender pay gap overall.

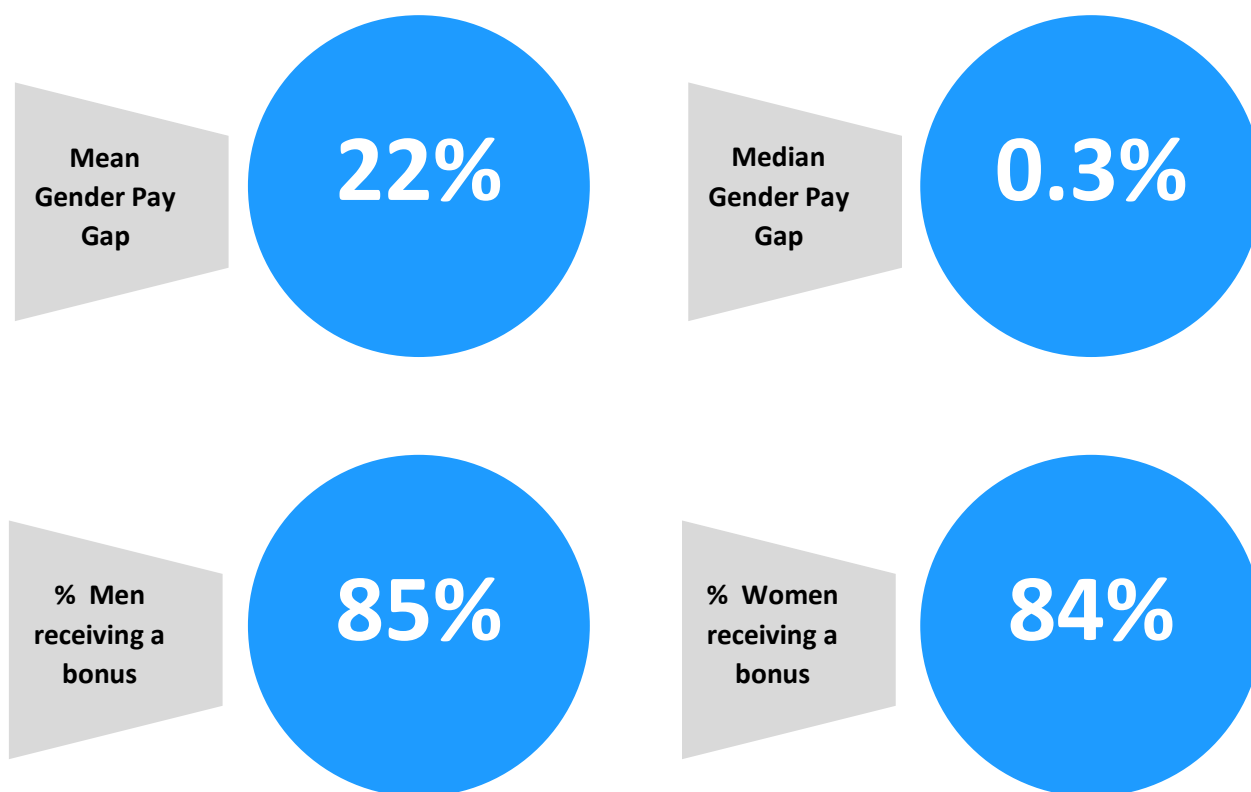
7 Benefits in Kind

The data below shows the percentage of men and women who receive benefit in kind. Men and women receive BIK at similar levels.



8 Bonuses

The Gender Pay Gap ('GPG') legislation requires us to disclose GPG data in respect of bonus payments i.e., the mean and median Gender Bonus Pay Gap and the percentage of men and the percentage women who received bonus.



9 What are we doing to ensure equality across the organisation?

Gender Pay Recruitment Process

We operate a recruitment process that is gender pay aware. This means that we aim to include an equal number of women candidates in the shortlist for every position, have women interviewers present for every job, refine our pay bands to reduce the impact of negotiations on starting salaries, and we don't ask for prior salaries during the recruitment process. We also promote how we are changing what it is like to work at Member First Credit Union throughout the recruitment process, including our progressive people policies, flexible working, and wellbeing support.

Providing the right supports

In 2025 we introduced new health benefits for staff. We have embedded our Aviva Care cover for colleagues that includes their families. This includes a Digital GP, Best Doctors Second Medical Opinion and Family Care & Bereavement Services. In 2025, we also continued to invest in our Employee Assistant Programme. We continue to invest in women's health through a dedicated menopause policy, supports. Our commitment to a flexible start and finish times, which support enhanced flexibility and work life balance, aimed at attracting and retaining diverse talent across.

Investment in Education

We have introduced mandatory inclusive training for all managers to understand and address unconscious bias across all diversity characteristics more effectively. All staff also undertake Inclusion and Diversity training on an annual basis.

We have also introduced a Staff Scholarship Programme where we are supporting the career progression of all staff through dedicated talent & coaching programmes for senior and mid-level staff across all levels.

Staff Policies

We are dedicated to creating an inclusive workplace culture through policies that support flexibility, work-life balance, and meaningful assistance for all employees. Our initiatives are designed to promote equity and ensure every team member feels valued and supported. We have flexible start and end times, demonstrating our commitment to work-life balance and supporting employees in managing their time effectively. We offer enhanced sick leave entitlement. We have introduced a domestic violence leave policy to support employees facing personal challenges. Our policies are regularly reviewed to ensure they remain in line with all the relevant legislation.

Member First Credit Union, Ltd. is regulated by the Central Bank of Ireland