A photograph of two women in a design studio. The woman on the left has long brown hair and wears glasses and a red, white, and blue striped shirt. The woman on the right has dark curly hair in a bun and wears a brown vest over a black and white striped shirt. They are both looking at a small architectural model on a table. In the background, there are large posters of architectural designs, including a green building and a park scene. A black sign with the white text 'BDP.' is visible behind them.

# Gender Pay Gap Report for Ireland.

**Report 2025.**

# Gender Pay Gap Reporting Statement.

**This is the first year BDP Ireland has been required to report our Gender Pay Gap. This does not mean that we have not been taking action to ensure that our approach to pay is fair. We are confident that our colleagues are paid equitably for the work they do. However, our senior roles are heavily male dominated which is reflected in our 22.91% mean gender pay gap.**

Over the past three years we have been working to reduce our pay gap in the UK and have included BDP Ireland in the activities we have introduced. While we have achieved some success, we recognize that we need to increase the pace in achieving our aims and, to that end, we have engaged a gender equity consultant, The Tall Wall, to help us gain momentum. They conducted a programme of one-to-one interviews and focus groups to gather information on how people of all genders feel in the practice and help develop an action plan to achieve the right gender balance throughout our structure and, thereby, address our gender pay gap.



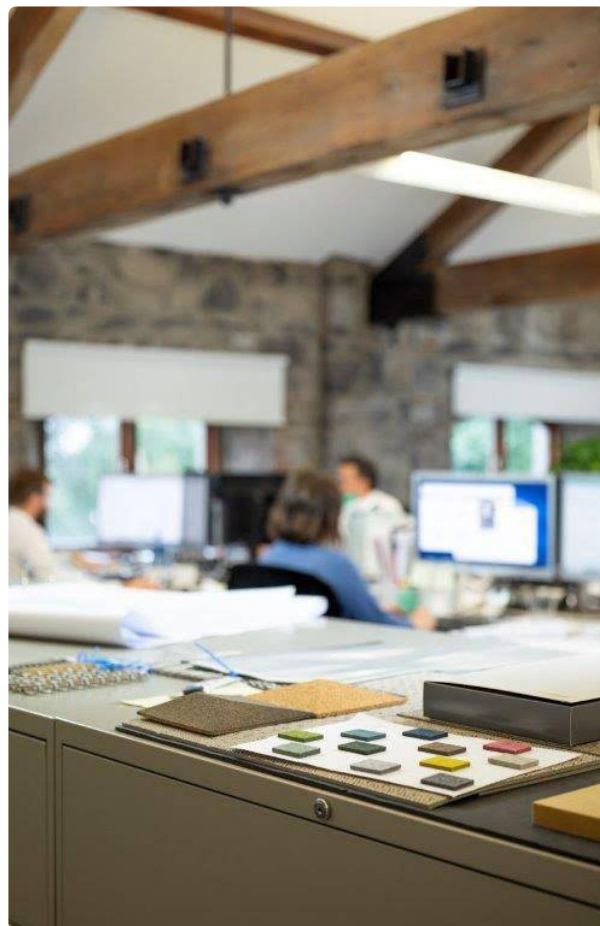
**Nick Fairham**  
Chief Executive

# Initiatives at BDP.

**BDP Ireland is closely aligned with the wider group's ongoing commitment to Equity, Diversity and Inclusion (EDI). A range of policies and programmes have been introduced across the UK and Ireland to promote gender balance, inclusion, and wellbeing. These include:**

- Introduction of a **Menstruation, Menopause, Fertility Support**, and **Fostering** policies across the UK and Ireland.
- Guidance on **Keeping in Touch (KIT)** and **Shared Parental Leave In Touch (SPLIT)** days to better support parents before and after leave.
- A **mentoring programme** open to all employees, designed to support career development and professional growth.
- Implementation of **Transparent Career Paths**, providing clear guidance on the skills and behaviours required for progression at each grade.
- Ongoing **Leadership Development Programmes** for principals, directors, and associates to build a stronger, more diverse leadership pipeline.
- Establishment of a **Gender Equity Sounding Board** across the UK and Ireland, with representation from a balanced mix of genders, professions, and grades.
- Development of an **EDI Dashboard** to help leadership teams monitor studio demographics and track progress against diversity goals.

These initiatives form part of BDP's broader strategy to ensure that every colleague, regardless of gender or background, can succeed and progress in their career.



# 2025 Figures.

As a company with more than 50 employees, BDP Ireland is required to publish its gender pay gap data in line with Irish regulations. The gender pay gap represents the difference in average pay between men and women across the organisation and is expressed as a percentage of male pay. This is distinct from equal pay, which ensures that men and women performing the same or similar work receive the same remuneration.

Our 2025 pay gap figures provide a snapshot of data on 30 June 2025, reflecting the difference between the average earnings of men and women. This report analyses:

- Mean and median hourly pay
- Mean and median bonus pay
- Proportion of males and females receiving a bonus
- Proportion of males and females receiving a benefit in kind (BIK)
- Pay distribution by gender across quartiles

The **mean** shows the overall average pay difference, which can be influenced by higher or lower salaries at the extremes. The **median** represents the midpoint of the pay range and gives a more typical comparison between male and female pay.

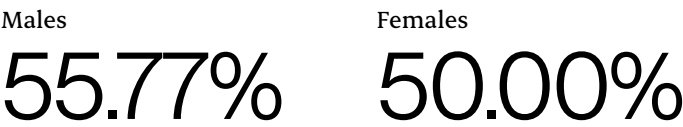
## Mean and Median Hourly and Bonus Pay Gaps:

	Males	Females	Gap (%)
Mean Hourly Pay	€38.33	€29.55	22.91%
Median Hourly Pay	€35.99	€30.25	15.97%
Mean Bonus Pay	€5,066.71	€957.13	81.11%
Median Bonus Pay	€1,370.17	€817.91	40.31%
Proportion Receiving Bonus	71.15%	66.67%	—
Proportion Receiving BIK	55.77%	50.00%	—

## Proportion receiving a bonus payment



## Proportion receiving a benefit in kind (BIK)

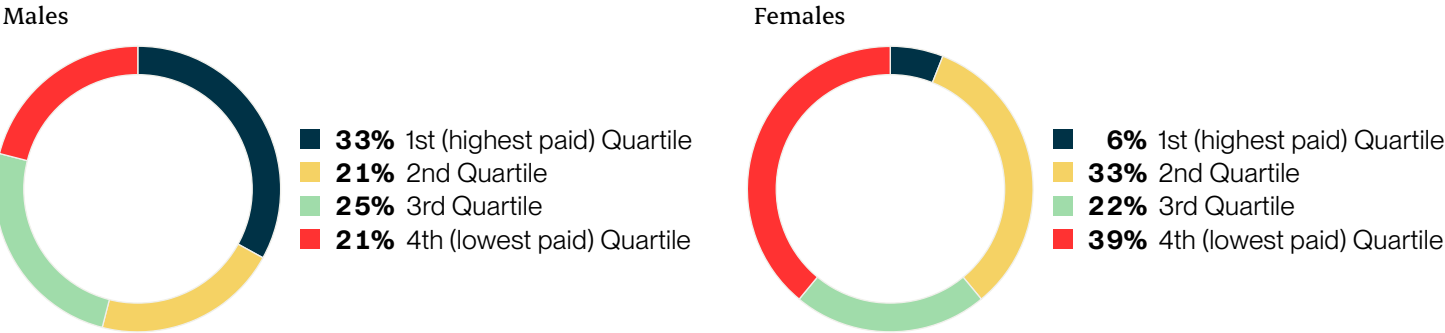


# Five Year Summary.

Pay Quartiles:

Quartile	Males	Females	% Male	% Female
Upper (A)	17	1	94.44	5.56
Upper Middle (B)	11	6	64.71	35.29
Lower Middle (C)	13	4	76.47	23.53
Lower (D)	11	7	61.11	38.89

Salary distribution when divided into four groups ordered from highest to lowest quartile



## Looking ahead

As this is our first year of reporting, these findings provide a benchmark for measurable progress. In the coming years, BDP Ireland will focus on:

- Increasing female representation in senior and leadership roles.
- Reviewing recruitment and promotion processes to ensure equity and transparency.
- Supporting flexible and inclusive working practices that enable all colleagues to thrive.
- Continuing to collaborate with BDP’s UK and international teams to share learning and best practice on gender equity.

Our goal is to ensure that BDP Ireland continues to be a fair, inclusive, and inspiring workplace. One that reflects the diversity of the communities we serve and offers equal opportunities for all.

