

Ireland Gender Pay Report - [2024]



Introduction

CEO Address

The introduction of the Gender Pay Gap Information Act 2021 fosters transparency and accountability in the workplace. This legislation requires organizations to disclose detailed data on pay disparities between male and female employees, providing a critical lens through which we can assess and address inequalities in our team.

The Act is more than just a compliance obligation; it serves as a catalyst for meaningful dialogue and action to promote fairness and inclusion. By highlighting areas where gender representation and equity can be improved, it challenges organizations to identify and dismantle barriers to equal opportunities.

At Zazzle Ireland we are dedicated to ensuring that the values of diversity and equity are reflected not only in our policies but also our everyday practices. We embrace the opportunity to take proactive steps to close the gender pay gap, empower our teammates and build a more inclusive workplace for everyone. As part of this commitment, we are focused on ensuring fairness and transparency in how we compensate our people. We pay according to the role irrespective of gender or other factors. This Report provides valuable insight into our current position, while reaffirming our ongoing efforts to close the gender pay gap.

In this report, we outline the current gender pay gap at Zazzle Ireland, examine the underlying factors, and share the initiatives we are taking to address these challenges.

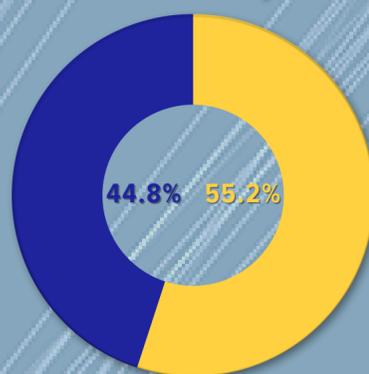
What is the gender pay gap?

The gender pay gap refers to the difference in average hourly wage of men and women, regardless of their role or level within the company. It is not a measure of equal pay for equal work, but rather a reflection of the overall distribution of men and women across different roles, departments, and levels of seniority. The Gender Pay Gap is typically reporting on a gender representation gap.

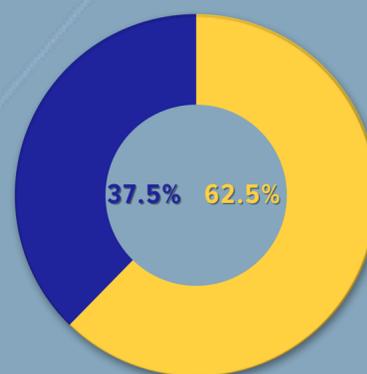
Representation

Women represent 55% of our workforce, and we are proud to have a strong female representation on our senior leadership team. This is a reflection of our commitment to creating a workplace where women can thrive and lead.

Overall Male/Female Representation



Senior Leadership Team



Women  Men 

Full Time Teammate Pay & Bonus Gap

We have identified a gap at the mid management level and believe the main contributor to this is females not progressing into these roles as fast as men. Although we have a high representation of women at the Team Lead level, 63%, men tend to advance into higher management positions.

Our goal is to reduce this gap over time by fostering a more balanced progression path for all Teammates, encouraging more women to advance into middle management and higher skilled positions.

Pay gap of **mean** hourly remuneration of full time teammates

10.6%

Pay gap of **median** hourly remuneration of full time teammates

4.5%

Bonus gap of **mean bonus** remuneration of full time teammates

13.96%

Bonus gap of **median bonus** remuneration of full time teammates

3.33%

Part Time Teammate Pay & Bonus Gap

We do not have a gender pay gap in our part time/hourly paid team.

Pay gap of **mean** hourly remuneration of part time teammates

-1%

Pay gap of **median** hourly remuneration of part time teammates

-.56%

Bonus gap of **mean bonus** remuneration of part time teammates

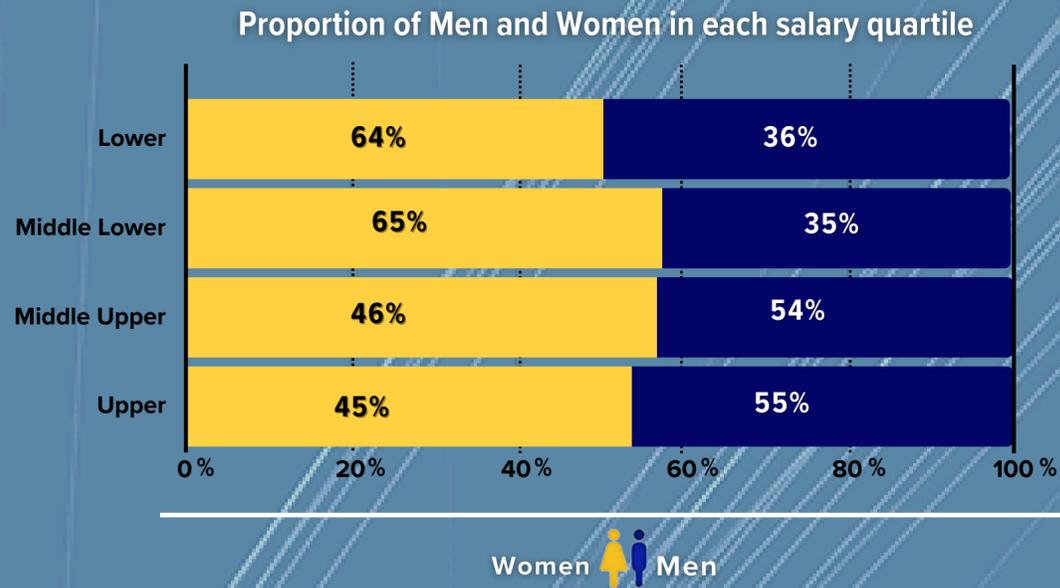
4%

Bonus gap of **median bonus** remuneration of part time teammates

0%

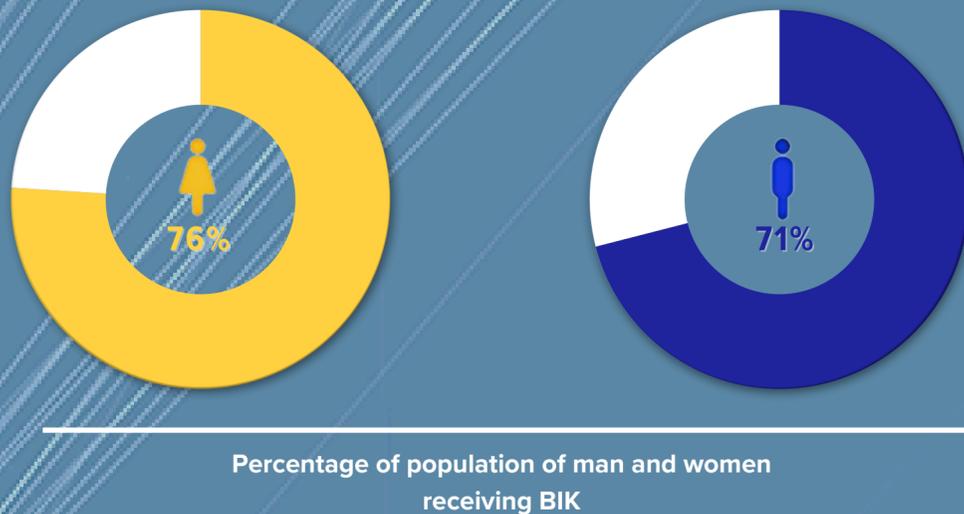
Pay Quartile Proportionality

When we look at the way in which the salaries of men and women sit within the pay hierarchy, through pay quartiles, we can see that we have a larger representation of females in the lower to mid lower quartiles however we do see this representation increasing as we move to the middle up and upper quartiles



Benefit in Kind

We do see a small difference in BIK which we attribute to 58% of females signing up to private health insurance.



Addressing the Gender Pay Gap

We appreciate & embrace the uniqueness of each teammate and we are grateful for how diversity shapes & enriches our culture. Through our values CHIA (Creativity, Heart, Integrity & Amaze) and behaviors PORT (Positivity, Open Communication, Respect & Team Work) we are dedicated to creating a workplace where everyone belongs and is treated equally. We encourage our team to bring their whole selves to work and through our policies and benefits support them through their personal and career lifecycles.

We look through the lens of diversity when defining processes, policies and decision making so we can support our team to reach their full potential.

We are focused on ensuring we have a team of inclusive leaders by creating awareness and investing in training to upskill them.

We are committed to further increasing the number of women in all areas of our company with a focus on career development and inclusive hiring efforts which will help reduce the gender pay gap created. We hold ourselves accountable to see progress here.

- ◀ Total Compensation & Benefits
- Talent Acquisition
- ◀ Career Development and Mentoring
- Family Friendly Policies and Lifestage Support
- ◀ DE&I



Total Compensation & Benefits

Our compensation and benefit programs are designed to reflect our values. Zazzle is a people powered business and our teammates play a very important role in our success.

We have designed our compensation & benefits program to attract and retain the best talent.

We offer highly competitive equal pay at all levels, and we regularly benchmark to ensure we remain competitive.

In addition to pay we provide a contributory pension, company wide bonus and equity grants.

We offer an exceptional benefits program that supports our Zazzle teammates and their family. We recognise the importance of wellbeing, support for further education and learning as well taking time to look after themselves or family members.



Talent Acquisition

We have an inclusive recruitment process that includes gender neutral and inclusive language in all our job specifications and job advertisements.



Career Development & Mentoring

We will look to identify talent and provide mentorship programs to encourage and support emerging leaders. This will be a powerful tool in helping females progress into middle management by providing them with the guidance, support, and resources needed to navigate their career paths effectively.



Family Friendly Policies & Lifestage Support

Our suite of inclusive workplace policies positively contribute to our gender equality goals. We have enhanced policies to support those with family or other caring commitments. These include paid maternity, adoptive and paternity leave, parents & parental leave and the right to request flexible working. We work closely with teammates returning to work after an extended leave to help them reconnect and support them in their return to work. We also offer hybrid and remote working as well as flexible work hours to help achieve a better work life balance.

We believe in supporting teammates through life's pivotal moments.

From fertility challenges to menopause, parenting, caring responsibilities it's crucial to provide additional support to teammates during these life stages. Not only does this help with attracting and retaining talent but plays an important role in driving gender equality.

By addressing the unique pressures these stages bring, especially the mental load that women often carry, we can create a more inclusive and diverse workforce. Offering this kind of support helps level the playing field, allowing both men and women to thrive at work, which in turn boosts retention and strengthens our talent pipeline. These efforts are also a key part of our broader wellbeing strategy, ensuring that our teammates can flourish both at work and at home.



Diversity, Equity and Inclusion Policy

Diversity, Equity and Inclusion Policy As part of our strategy we are launching a DE&I policy in partnership with the Irish Centre for Diversity. While working to obtain silver standard accreditation we remain committed to fostering an environment & culture of respect, inclusion and belonging. In line with our DE&I policy training will be provided addressing areas such as unconscious bias and inclusive leadership