

2023 Gender Pay Gap Report HSBC Ireland



December 2023

Results for HSBC Ireland (covering both Irish operating entities)

The Gender Pay Gap Information Act 2021 Reporting Requirements

Mean hourly remuneration gap	19%	
Median hourly remuneration gap	17%	
Mean bonus remuneration gap	40%	
Median bonus remuneration gap	29%	
Mean hourly remuneration gap of part-time employees	Comparison not available as no male part-time employees*	
Median hourly remuneration gap of part-time employees	Comparison not available as no male part-time employees*	
Mean hourly remuneration gap of temporary contract employees	Not applicable since this employee population is not paid by HSBC*	
Median hourly remuneration gap of temporary contract employees	Not applicable since this employee population is not paid by HSBC*	
Percentage of male employees who were paid bonus remuneration	Male:	94%
Percentage of female employees who were paid bonus remuneration	Female:	94%
Percentage of male employees who received benefits in kind	Male:	92%
Percentage of female employees who received benefits in kind	Female:	92%
Percentage of males and females when divided into four quartiles ordered from lowest to highest pay		
a) Lower remuneration quartile pay band	Male 51%	Female 49%
b) Lower middle remuneration quartile pay band	Male 43%	Female 57%
c) Upper middle remuneration quartile pay band	Male 54%	Female 46%
d) Upper remuneration quartile pay band	Male 63%	Female 37%

*The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. A gender pay gap (mean or median) is the difference between the hourly rate of pay of male and female employees. Organisations are asked to select a 'snapshot' date in the month of June. For HSBC Ireland this was 30 June 2023.

Additional information

What is causing the gender pay gap and how are we addressing it?

What is causing our gender pay gap?

Pay gaps are a key indicator of balance in our workforce, as they show the difference in average earnings between two groups. Where a gender pay gap exists, it shows the extent to which women are under-represented in senior and higher paid roles and over-represented in junior and lower paid roles.

What are we doing to address the gap?

We are committed to increasing our gender representation in senior leadership. As at Q2 2023, 37% of senior leadership roles in HSBC Ireland were held by female colleagues – an increase from 29% in 2022. This has been achieved through a focus on the hiring, retention and career development of female colleagues and:

Our commitment to diversity and inclusion

HSBC Ireland was recently awarded the Investors in Diversity Silver Accreditation by the Irish Centre for Diversity, which is the key external agency focused on Inclusion in Ireland. We work with a range of organisations that share our commitment to diversity and inclusion. We are a founder signatory of the Business in the Community Elevate Pledge, committing to improve the diversity profile of our workforce and were one of the first signatories to the Women in Finance Charter, which commits us to track and report on our gender diversity.

Fair and inclusive recruitment

We are focused on ensuring our hiring processes continue to be fair, transparent and inclusive for all. Hiring managers receive mandatory training on how to counteract potential biases before starting recruitment, we review job descriptions for inclusive language, aim for gender balanced interviewing panels, encourage gender balanced candidate pools and where possible, make job requirements broad enough to attract diverse candidates.

Valuing difference in our workplace

Our inclusive policies support employees through different life stages and promote better work-life balance. We have embedded hybrid working across the majority of our roles. Our colleagues have 24/7 access to our free, confidential assistance service, with access to support for a wide range of issues and we provide an attractive maternity/adoption/paternity policy.

Addressing barriers to opportunity

We have programmes in place for underrepresented groups to help their progression opportunities through our HSBC University with a wide range of mentoring programmes including a global mentoring platform, a diversity mentoring scheme and a reciprocal mentoring programme, which partners diverse employees with senior leaders.

Employee Networks and Resource Groups

Our five Employee Resource Groups are part of global voluntary networks that bring together colleagues with shared characteristics and common interests including those focused on ability, ethnicity, gender, nurture and LGBTQ+.

Improving inclusion know-how

Our colleagues have access to a wide range of learning opportunities to help increase their awareness of inclusion, which ensure our colleagues continually improve their knowledge and understanding of HSBC's culture, values and ways of working. Our colleagues can also access a range of inclusion related educational opportunities.

