

2024 Gender Pay Gap Report HSBC Ireland



December 2024



2024 Results for HSBC Ireland

The Gender Pay Gap Information Act 2021 Reporting*

Mean hourly remuneration gap	17%
Median hourly remuneration gap	10%
Mean bonus remuneration gap	32%
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 Percentage of female employees who were paid bonus remuneration	Male: 97% Female: 95%
Percentage of male employees who received benefits in kind Percentage of female employees who received benefits in kind	Male: 95% 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 50% Female 50%
c) Upper middle remuneration quartile pay band	Male 51% Female 49%
d) Upper remuneration quartile pay band	Male 64% Female 36%

*The Gender Pay Gap Information Act 2021 requires organizations 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. Organizations are required to select a 'snapshot' date in the month of June. For HSBC Ireland this was 30 June 2024.

This report covers HSBC Securities Services (Ireland) DAC and HSBC Continental Europe entities.

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 June 2024, 31% of senior leadership roles in HSBC Ireland were held by female colleagues. We continue our focus on the hiring, retention and career development of female colleagues and the following initiatives.

a) Our commitment to diversity and inclusion

We are committed to unlocking the full power of our human capital to best enable our organisational success and a positive impact on wider society. Ensuring our employees are engaged and can thrive is fundamental to this ambition, which is achieved by fostering a diverse and inclusive workforce, supported by a unifying and positive culture that stimulates growth and prosperity.

Building upon HSBC Group's values of valuing difference and succeeding together, HSBC works to create a culture that supports equal opportunities for all employees, helping to promote diversity, equity and inclusion.

In our all employee annual survey for 2024, 75% of employees in Ireland reported that they feel included.

We work with a range of organizations 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.

- We were one of the first signatories to the Women in Finance Charter, which commits us to track and report on our gender diversity. HSBC Ireland holds the Investors in Diversity Silver Accreditation by the Irish Centre for Diversity, which is the key external agency focused on Inclusion in Ireland.
- We have also been supporting 'See Change' campaigns aimed towards making diverse colleagues feel included and respected irrespective of their mental health challenges.

b) 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 and aim for balanced and diverse interviewing panels especially for senior management roles.
- We encourage balanced and diverse candidate pools and, where possible, make job requirements broad enough to attract diverse candidates.
- We also ask our external sourcing partners to provide balanced and diverse candidate profiles.

c) 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 and all employees can opt for flexible hours and part-time working as part of their work pattern.

Additional information continued...

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

- We provide 24/7 access to free, confidential Employee Assistance Programme to support with a wide range of issues ranging from legal, personal or relationship, mental health to financial issues.
- Most of our people managers have attended trainings to support colleagues who might be facing such challenges.
- We provide attractive maternity/adoption/paternity policies.
- Our 9-week Parents Leave is fully paid by HSBC and is a unique benefit offering across industry peers.
- This year we also expanded our Compassionate Leave policy to support our colleagues through the difficult time in case of a miscarriage.
- We introduced a Carer Policy providing five days paid leave to those caring for their family and friends.

d) Addressing barriers to opportunity

We have programmes in place to support the progression of diverse groups, including HSBC University, a wide range of mentoring programmes such as global mentoring platform, a diversity mentoring scheme and a reciprocal mentoring programme, which partners diverse employees with senior leaders.

- Our 'Coaching Circles' mentoring programme involves senior leaders acting as mentors for a diverse group of colleagues coming together to discuss their career progression.
- In 2024, we launched the pilot Apprenticeship Programme, which looks to hire people from diverse socio-economic backgrounds.
- Our 'uGrow' programme helps prepare talented colleagues in middle management roles for leadership and growth opportunities.

- Our 'Taste of the Top' Programme at global and Continental Europe level enables talented women to act as cover for an executive during holidays to get exposure to the executive role.
- Our 'Inspire' programme at Continental Europe level creates a network for diverse leaders and provides them with training and coaching.
- Our 'Accelerating into Leadership' Programme at global level enables our talented colleagues to prepare for future leadership roles.
- We carry out specific discussions at Continental Europe level for our female talent in middle and senior management roles to discuss their career progression.
- We conduct an annual review of our succession plans especially for senior and executive roles to ensure diversity of successors including in terms of gender.

e) Carrying out equity checks

We carry out pay equity checks and audits across all levels of seniority every year. This control is performed to ensure that pay decisions are fair and free from bias across diverse groups of employees and that diversity is considered as a critical factor in achieving fair and equitable pay based on available diversity data.

f) Employee Resource Groups

Employee Resource Groups (ERGs) help foster an inclusive culture and contribute significantly to the experience of HSBC's employees. They are led by employees with a range of shared values, identities, interests, and goals. Each ERG is sponsored by a member of HSBC Continental Europe's senior leadership team, ensuring there is a direct link between senior leadership and our colleagues.

Additional information continued...

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

Our five key ERGs in Ireland are part of global voluntary networks focused on ability, ethnicity, gender diversity, parenting and caring responsibility (recently launched) and LGBTQ+ inclusion.

Nurture is our newest ERG supporting colleagues who balance their care-giving responsibilities, while managing work and personal life.

g) 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.

