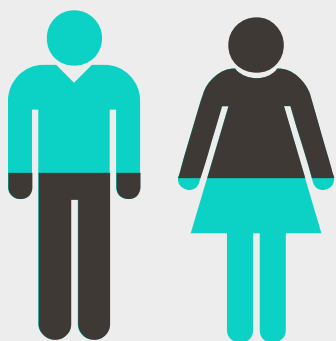


# Is your company ready?

## Preparing for gender pay gap reporting

New legislation is being considered by the Irish government and could soon be commenced.

### What practical steps can your company take now?



1.

#### PAY AUDIT

- Identify quartiles
- Gather and analyse payroll data



2.

#### TECHNOLOGY

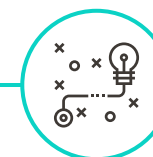
- Consider acquiring software to assist in "running" the calculations
- Ensure required data is easily accessible via payroll system
- Implement appropriate training



3.

#### POLICIES

- Review HR policies and compensation structures
- Evaluate recruitment and promotion practices
- Consider other innovative solutions to narrowing the GPG



4.

#### LEGAL ADVICE

- Seek advice early to:
- Understand which elements of "pay" need to be included
  - Identify and mitigate any equal pay / discrimination issues
  - Ensure compliance with data protection principles



5.

#### STAKEHOLDERS

- Identify key stakeholders early:
- Finance/payroll
  - Human Resources
  - Legal
  - Public Relations



6.

#### COMMUNICATION

- Manage both the internal and external communication of any GPG
- Consider engaging with external PR if material GPG



# Is your company ready?

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### Our team



**Duncan Inverarity**  
*Partner*  
+353 1 649 2401  
dinverarity@algoodbody.com



**Michael Doyle**  
*Partner*  
+353 1 649 2729  
mvdoyle@algoodbody.com



**Ian Moore**  
*Consultant*  
+353 1 649 2412  
imoore@algoodbody.com



**Ailbhe Dennehy**  
*Associate*  
+353 1 649 2431  
adennehy@algoodbody.com



**Noeleen Meehan**  
*Associate*  
+353 1 649 2206  
nmeehan@algoodbody.com



**Aisling Muldowney**  
*Associate*  
+353 1 649 2577  
amuldowney@algoodbody.com



**Ciarán Ahern**  
*Associate*  
+353 1 649 2933  
cahern@algoodbody.com



**Bríd Nic Suibhne**  
*Associate*  
+353 1 649 2274  
bnicsuibhne@algoodbody.com



**Maria Pittock**  
*Associate*  
+353 1 649 2651  
mpittock@algoodbody.com