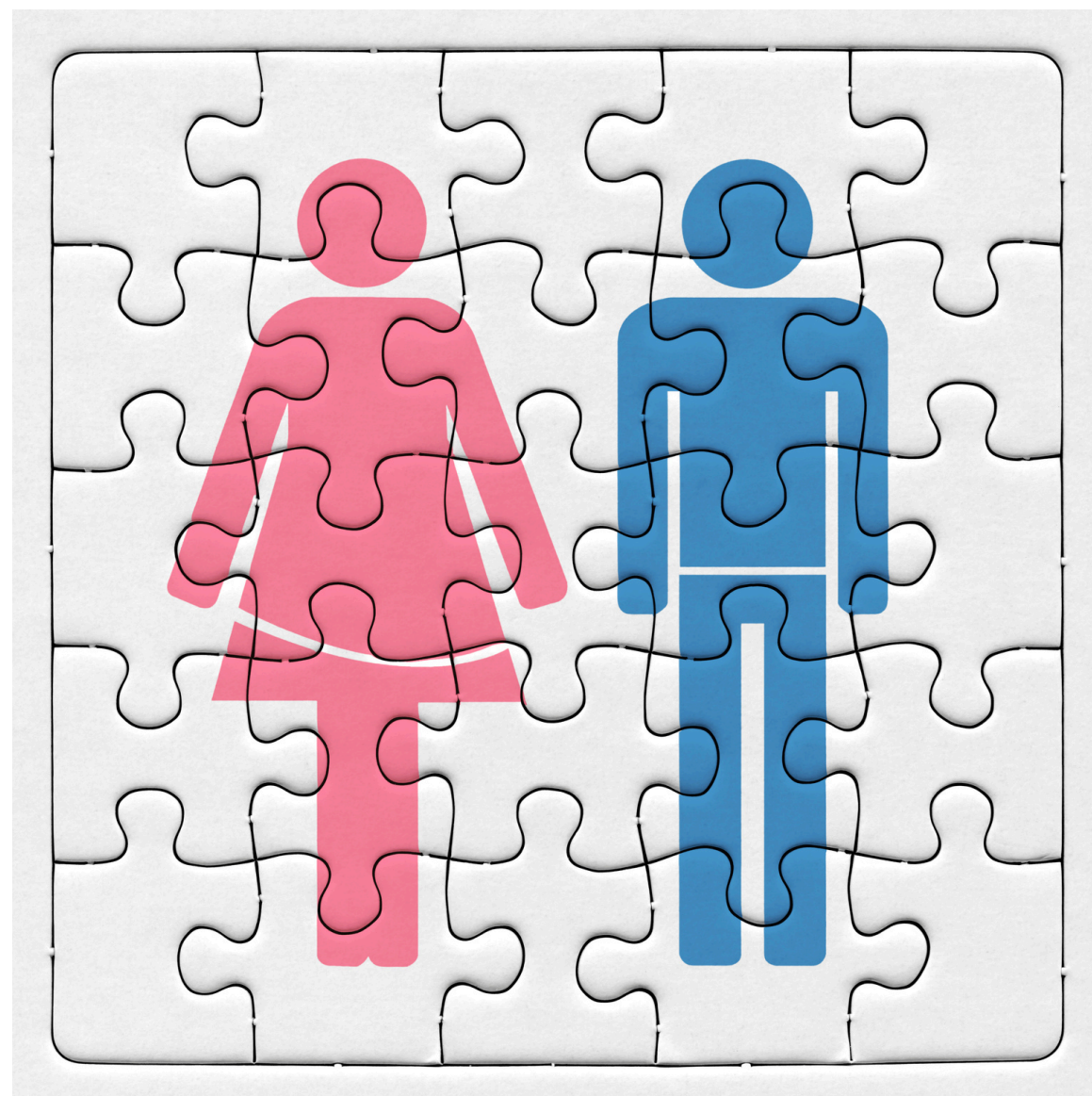


Gender Pay Gap Report 2025

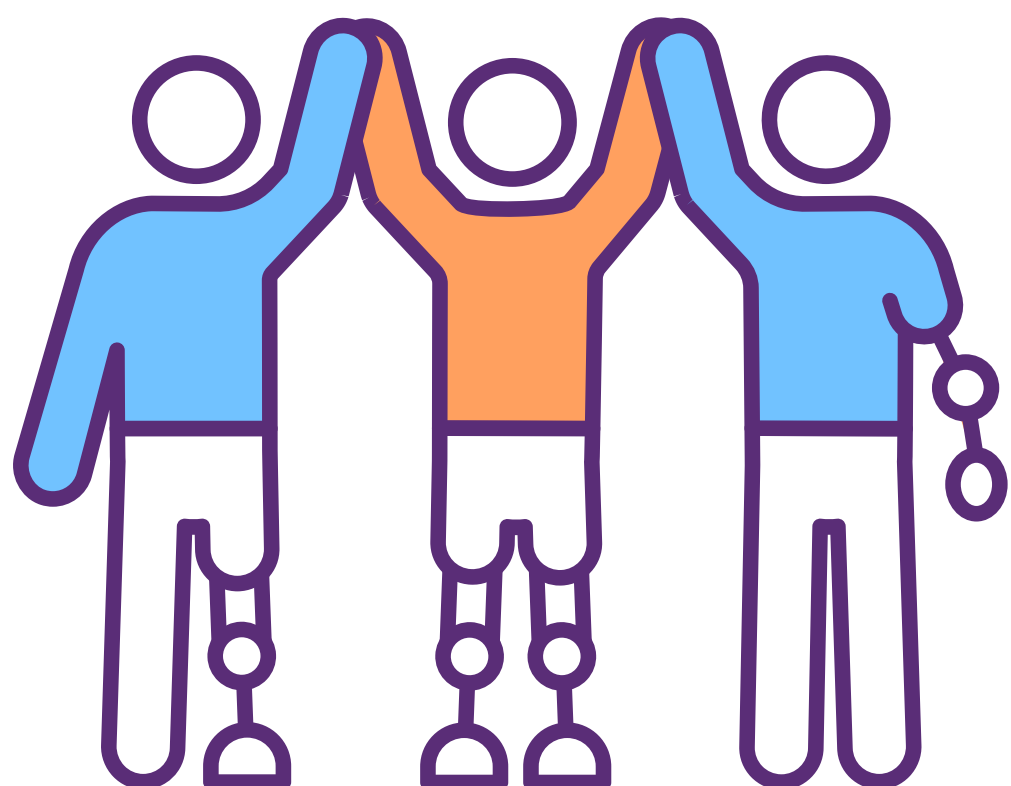


"Supporting each individual to live the life they choose, in the same way and same places as everybody else"

www.prospermeath.ie

Inclusivity is in our DNA

Here at Prosper, we are committed to nurturing a workforce that is inclusive, diverse and where every person feels like they belong. We are all about inclusivity at Prosper; after all, its at the very core of what we do - "Supporting each individual to live the life they choose in the same way and same places as everybody else". To achieve that, we've got to be inclusive ourselves and make sure our workforce reflects our communities.



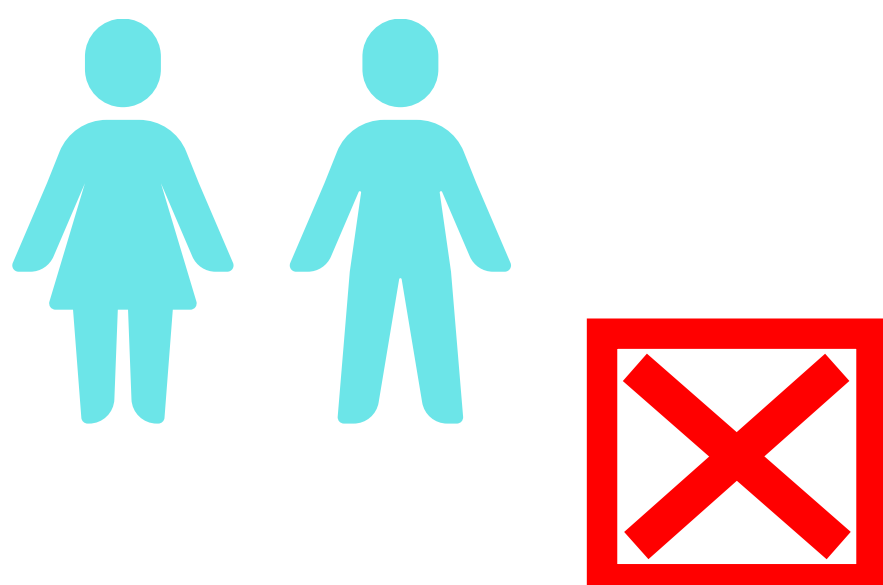
The Gender Pay Gap Explained:

The Gender Pay Gap Information Act 2021 requires medium and large employers in Ireland to publish details of the average hourly pay of women compared to men in their organisation.

It's important to note that the gender pay gap is the difference between what men and women typically earn, irrespective of their role or seniority; it is not a measure of equal pay.

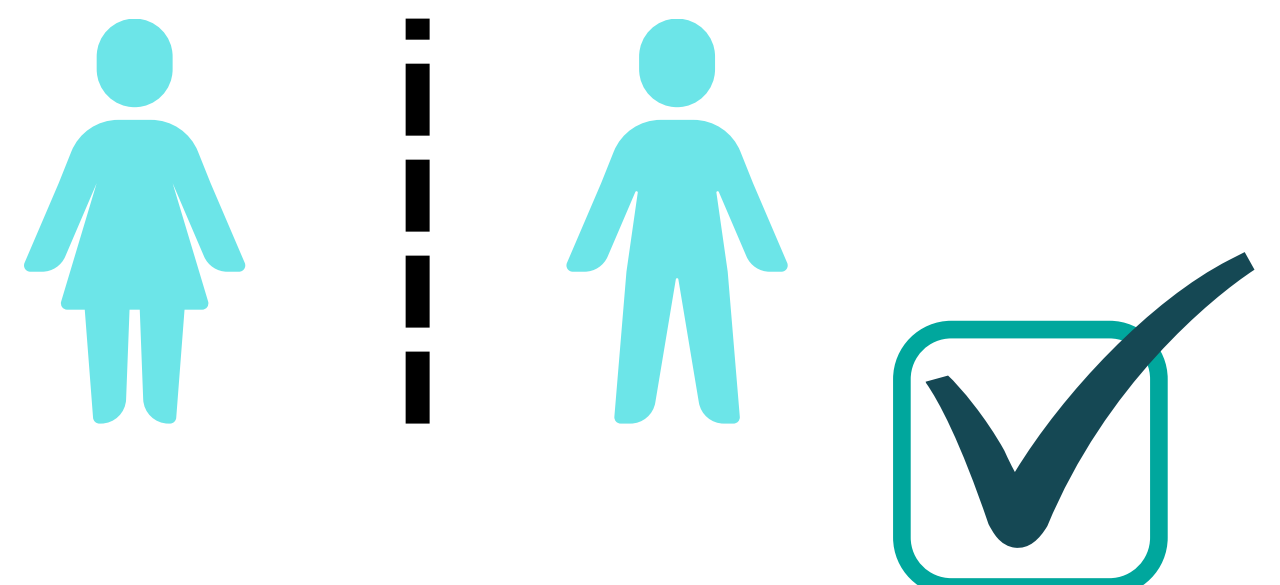
Equal Pay

Men & Women are paid the same for like work



The Gender Pay Gap

The difference in average hourly earnings between all men and women across an organisation.



Explaining our Pay Gap

At the “snapshot date” of 30th June 2025, our workforce was made up of 53 men and 227 women. This equates to a distribution of 18.9% men and 81.1% women, moving only slightly from last year’s 19.18% men and 80.81% women respectively.

The following tables outline the average & median gender pay gap, average & median gender pay gap for part time workers and average & median gender pay gap for those on temporary contracts. The average and median hourly rate of pay for men and women are also outlined. The quartile analysis is also provided.





OUR METRICS

Mean Gender Pay Gap %	Median Gender Pay Gap %
-7.24%	-11.00%
Mean Gender Pay Gap % (part time)	Median Gender Pay Gap % (part time)
-29.97%	-22.55%
Mean Gender Pay Gap % (Temporary Contract)	Median Gender Pay Gap % (Temporary Contract)
-4.51%	-9.08%

Note 1: Bonus Gender Pay Gap does not apply in Prosper.

Note 2: A minus gap indicates women are paid more.



OUR METRICS

Mean Male Hourly Pay	Mean Female Hourly Pay
€23.6878	€25.4023
Mean Male Hourly Pay (part time)	Mean Female Hourly Pay (part time)
€18.0664	€23.4817
Mean Male Hourly Pay (Temporary Contract)	Mean Female Hourly Pay (Temporary Contract)
€22.3083	€21.3027



OUR METRICS

Median Male Hourly Pay	Median Female Hourly Pay
€21.708	€24.0961
Median Male Hourly Pay (part time)	Median Female Hourly Pay (part time)
€17.9103	€21.9483
Median Male Hourly Pay (Temporary Contract)	Median Female Hourly Pay (Temporary Contract)
€21.2115	€19.2848



OUR METRICS

Pay Quartiles	# of Male	# of Female	% of Male	% of Female
A (Upper)	10	60	14.29%	85.71%
B (Upper Middle)	11	59	15.71%	84.29%
C (Lower Middle)	14	56	20.00%	80.00%
D (Lower)	18	53	25.35%	74.65%

Explaining our Pay Gap (continued)

- In Prosper's case, we are reporting a negative pay gap; this does not mean that men are paid less than women for doing the same job, but it does indicate that, on average, women occupy higher paid roles than men across the organisation. Overall our gender pay gap is still in favour of women but positively we can see there has been a narrowing of the gap. The average gender pay gap has decreased from -9.91% in 2024 to -7.24% in 2025 while the median gender pay gap has decreased from -12.34% in 2024 to -11.00% in 2025.
- It is worthwhile noting that all staff appointed to new roles within Prosper are offered salaries commensurate with their relevant service and experience.
- We know in gender pay gap reporting that a small number of higher paid employees can affect the average figures and since our Senior Management Team is primarily made up of mostly women, this is likely impacting the negative gender pay gap.
- It is worthwhile noting that Prosper operates within the social care sector in which traditionally, we tend to find more women than men. We can see that this is true of Prosper since women make up the majority of our workforce. This is a national issue and while Prosper can put in place strategies to attract more men to work with us, it will take some time before we see meaningful change in the sector.
- While female representation remains dominant across all quartiles particularly in higher paid roles we can see male representation in lower and middle pay quartiles noticeably increasing; this may indicate a structural shift in our workforce and suggest a modest movement toward greater gender balance.
- While last year we reported that our gender pay gap went further into a negative figure, we are pleased to see the measures implemented in 2025 have contributed to a narrowing of the gap this year.

Bridging the Gap

Prosper recognizes that gender diversity brings many benefits and we have employed a range of initiatives which we believe will drive gender diversity and bridge the gender pay gap in the future:

- **Objective Recruitment Processes:** The utilisation of our applicant tracking system helps us to select candidates based on suitability for the role using objective technology, minimizing the subjectivity inherent with traditional shortlisting.
- **Promoting Equality of Opportunity:** As an equal opportunities' employer, we work to promote a culture of equality and we strive to embrace genuine equality of opportunity through our recruitment and selection process which are open to all. In 2026, we will commit to review and enhance our Diversity and Equality Policy.
- **Training for Hiring Managers:** In 2026 we will commit to more recruitment training including diversity and unconscious training for our hiring managers to further strengthen fair decision making.



Bridging the Gap (continued)

- **Transparent Pay:** Employees are paid according to an incremental salary scale, and we offer strong career progression opportunities which are open to all employees.
- **Health, wellbeing and work life balance:** The health and wellbeing of all employees is paramount and a healthy work-life balance is important to us in Prosper. We offer a comprehensive employee occupational health and wellbeing programme including an Employee Assistance Programme and additional mental health supports. We also rolled out Mental Health First Aider training to our managers and will expand this further in 2026.
- **Learning & Development:** We are committed to providing ongoing learning and development opportunities so that all employees can develop to their full potential. All employees are actively encouraged to pursue education opportunities, with study and examination leave also available. In 2025, we deployed a frontline 'Manager Essentials' series aimed at empowering and supporting managers with their support career development.



Bridging the Gap (continued)

- **Flexible Working:** We offer a wide range of flexible working and leave options which are available to all eligible employees, including leave of absence, carer's leave, maternity and adoptive leave, paternity leave, parent's leave and parental leave. We are also encouraging equitable uptake across genders to reduce career progression interruptions and address gender pay disparities.
- **Expanded Career Pathways:** The creation of specialist roles and our new service management structure has created more expansive career pathways for all at Prosper. We plan to introduce cross-functional projects and secondments to allow all employees to gain diverse experiences that support movement into higher paid roles.
- **Target Recruitment Campaigns:** We have attended a number of college fairs in the last number of years which have specifically targeted upcoming social care graduates. We have also run a number of recruitment campaigns showcasing Prosper, for example our 'International Men's Day' campaign which we hope will encourage male graduates in particular to think about a career with Prosper.



In Conclusion....

In general, most organisations' gender pay gap metrics will demonstrate that men are paid more than women. In Prosper, our metrics show the opposite, reflecting a combination of factors, including the traditionally female-dominated nature of our sector. While we are proud that women are strongly represented across all levels of the organisation, we have seen a slight narrowing of the gender pay gap this year, which demonstrates progress toward greater balance.

We remain committed to increasing gender diversity across the workforce and building on the positive work achieved in 2025. While sector-specific challenges persist, Prosper is dedicated to addressing structural barriers and implementing targeted strategies to build a sustainable, gender-balanced workforce, with the ultimate aim of closing the gender pay gap.



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