



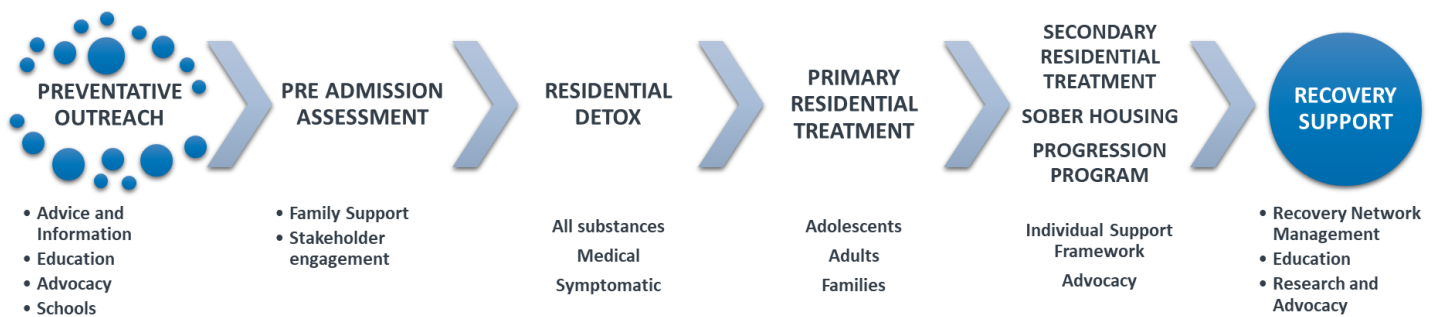
Gender Pay Gap Report 2025

Introduction:

Aiséirí believes in the priceless potential of people and that recovery from addiction is possible for everyone. Aiséirí provides community and residential services to help young people, adults and families overcome addiction and lead meaningful lives in recovery.

Aiseiri has a unique continuum of care for clients from residential substance withdrawal management (detox) to long term supported recovery in the community.

Aiseiri Unique Continuum of Care for clients and their families



We support individuals at all stages of recovery.

Our greatest assets are our staff teams throughout the organisation without whom there would be no service.

Therefore, we believe in the right to dignity and respect for our clients and staff and we aim to support our staff in their tireless work to help each of our clients reach their true potential.

It is central to our values to treat all staff equitably regardless of their gender so that they feel valued and respected in their work.

In line with the Gender Pay Gap Information Act 2021 we are publishing our Gender Pay Gap Report which is a requirement for organisations with 50 or more employees in 2025. Gender Pay Gap is not an indication of Equal Pay. The Gender Pay Gap is a measure of average and median earnings across the organisation regardless of the role being performed. Equal Pay measures pay among staff carrying out similar roles. The reported gender-pay gaps are based on a 12-month period and our chosen snap-shot date is 30 June 2025.

For Aiséirí this report plays an important role in identifying and addressing any disparities of pay which maybe highlighted to enable us to take informed steps to ensure that all employees are treated equitably in line with our core values of dignity and respect for all.



Terms used:

Mean Pay Gap – Mean hourly pay is the average hourly pay including bonus across the organisation. The Mean Pay Gap is the difference between men’s mean hourly pay and women’s mean hourly pay.

Median Pay Gap – Median is the middle value for a set of data arranged from high to low. The Median Gender Pay Gap is the difference between the median pay of males and the median pay of females.

Quartile Bands -

All employees are divided into four even segments in order of their hourly rates of pay and analysing the proportion of male and female employees in each segment. This give a representation of gender at the various levels of pay in the organisation.

The following are the required reporting classifications:

- Mean and Median Pay Gap for all male and female employees.
- Mean and Median Pay-Gap for all male and female part-time employees.
- Mean and Median Pay-Gap for all male and female temporary employees. This is not applicable for Áiséirí.
- Mean and Median Bonus Pay-Gap – This is not applicable for Áiséirí.
- Percentage of male and female employees who received a bonus. – This is not applicable for Áiséirí.
- The percentage of male and female employees who received benefit in kind. – This is not applicable for Áiséirí
- The percentage of male and female employees in each of the four pay bank quartiles.

Employment Profile:

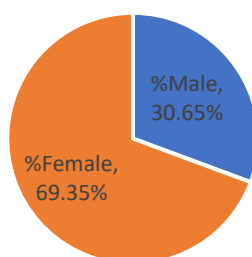
The metrics presented are based on the employee breakdown and reflect the number of employees on the snap-shot date who identify as male or as female.

Employees on sick leave and leave of absence are included in the report

Employees on unpaid leave, such as career breaks but who have not been paid during the period of reporting are not included in the report.

All Employees: 124

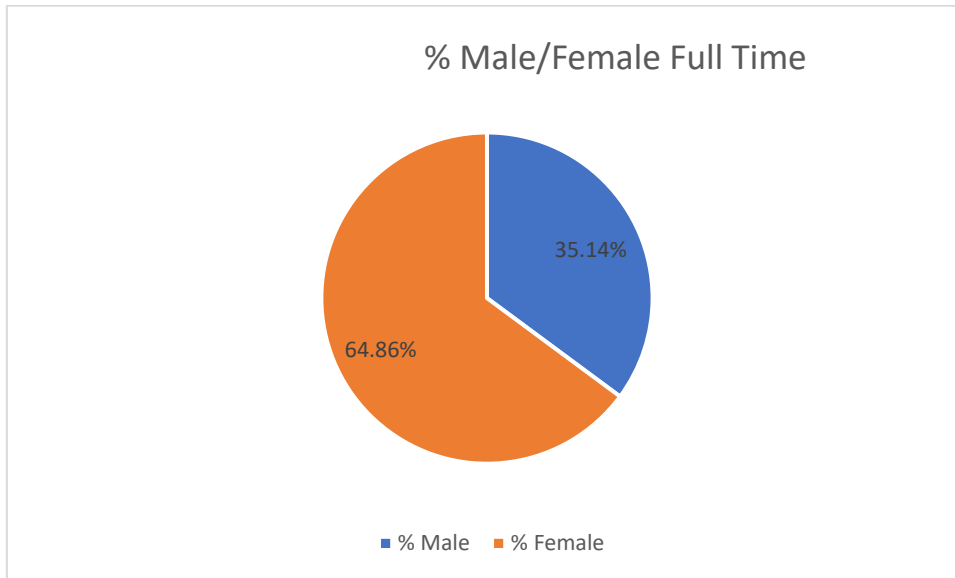
% Male/Female Employees All



■ %Male ■ %Female

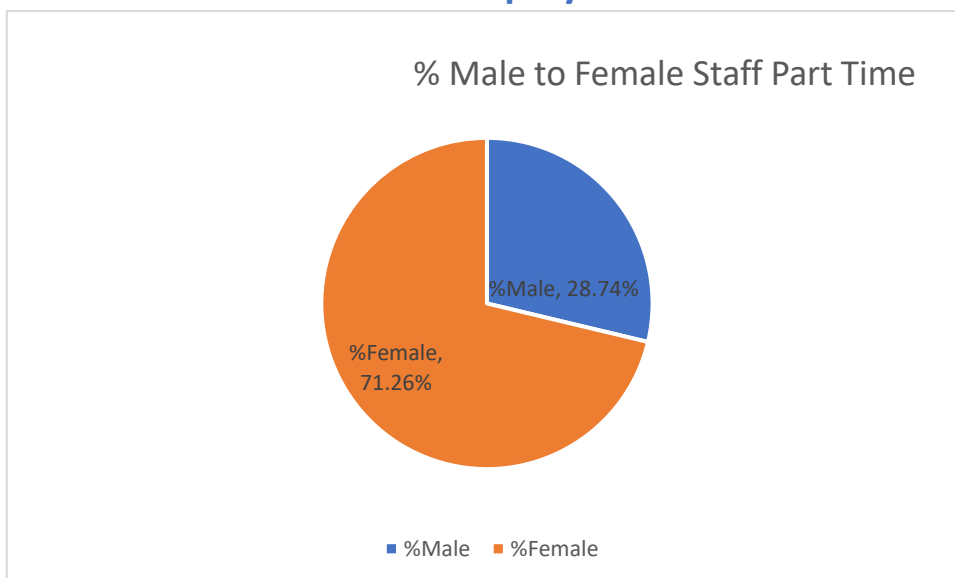
38 Male, 86 Female

Full Time Employees: 37



13 Male, 24 Female

Part Time Employees 87:



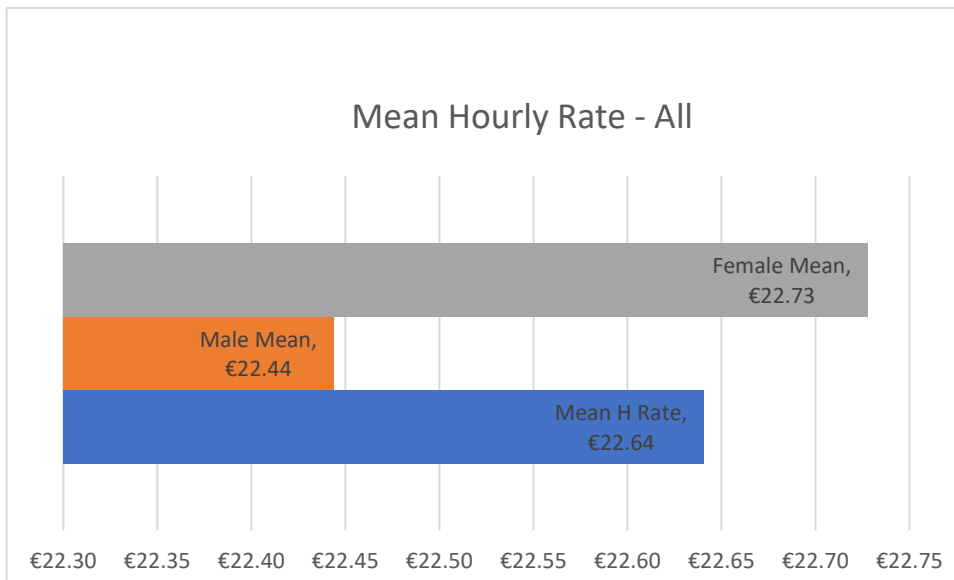
25 Male, 62 Female

Our Results:

All Staff:

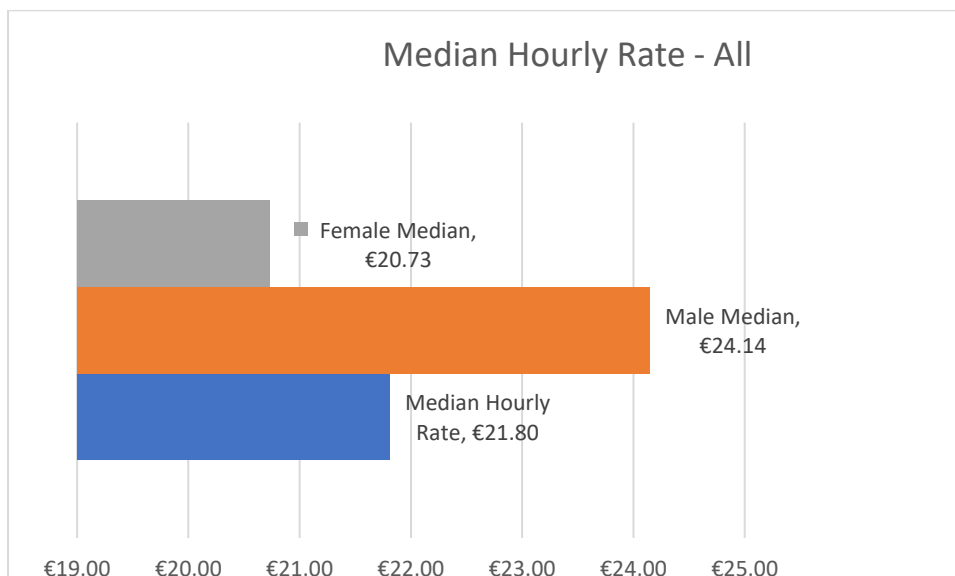
Our Mean Gender pay gap is -1.25% in favour of female staff.

This means that on average women get paid 1.25% more than men across all roles.



The Median Gender Pay gap is 16.46% in favour of male staff.

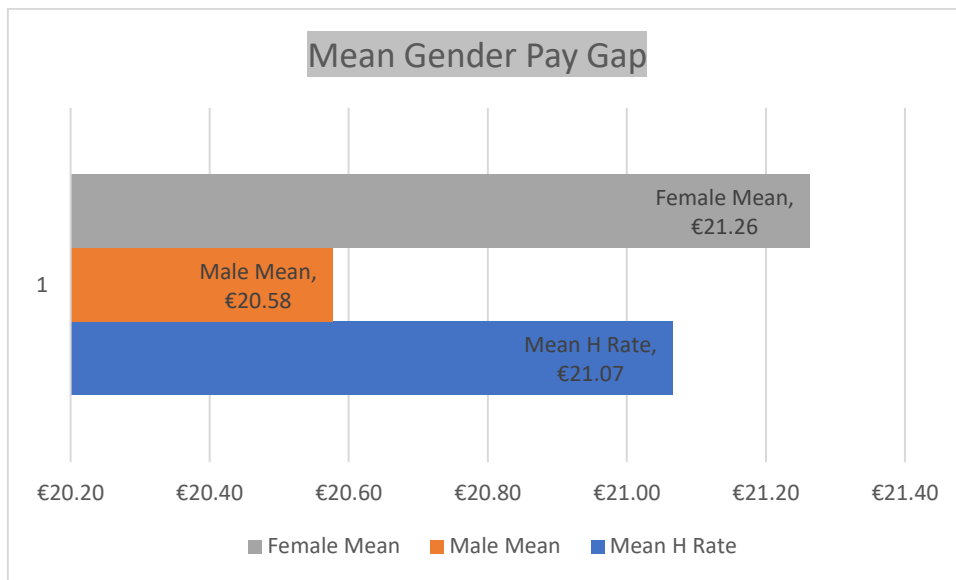
This means the difference between median hourly rate of pay of men and women is 16.46%.



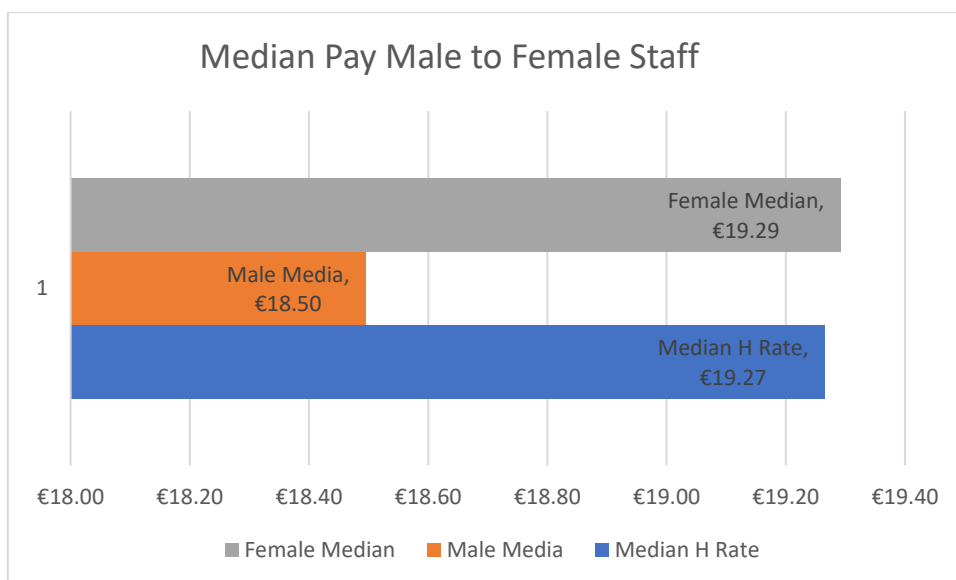
Part Time Staff:

There is a high representation of female staff across the organisation. This is in line with industry metrics. Female employees are more likely to work in part-time roles so as to be able to full fill other commitments outside of work in regard to family and the home.

Our Mean Gender Pay gap is -3.23% in favour of female staff. This means that on average women get paid 3.23% more than men across all part-time roles.



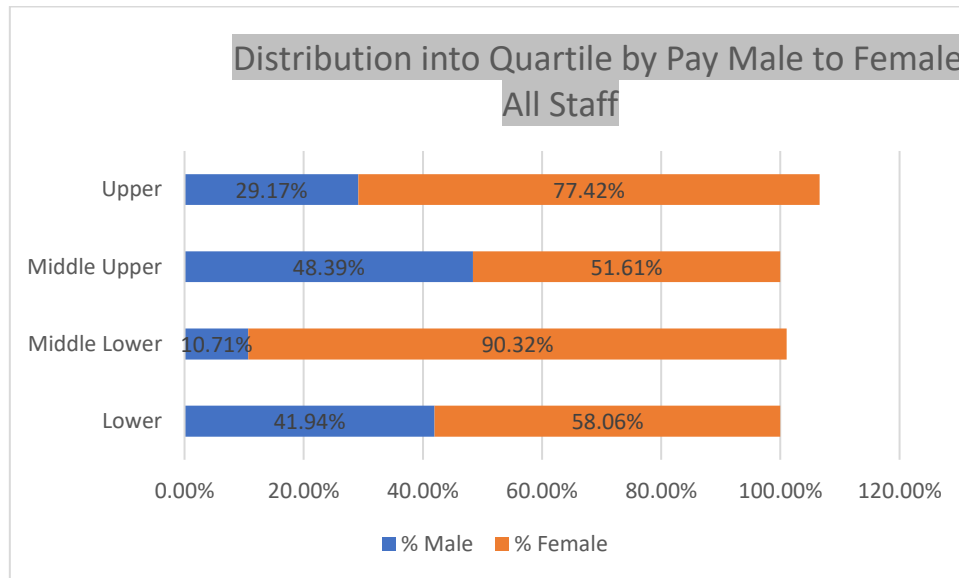
Our Median Gender Pay Gap is -4.13% in favour of part-time female staff. This means the difference between median hourly rate of pay for all part-time men and women is 4.13%.



The differences in Median hourly rate of pay are attributable to the large number of part-time female staff who also stay longer with the Organisation.

Quartiles:

There are 48 more female than male staff employed by the Organisation.



Females are strongly represented in the Upper Quartile and in Management roles in the Organisation. These are in generally full-time roles.

The Upper Middle quartile is more evenly filled by male than female staff and this maybe due to the fact that males are more likely to hold full time roles which require higher qualifications and also are higher paying.

The Middle lower quartile mostly represented by females in areas of whereas the lower quartile is more evenly represented by males and females.

This would suggest that more females hold these lower paying roles due to their nature as support staff and female part time staff are staying longer in the organisation and the increase in pay by increments is reflected in their rate of pay.

Addressing the Gap:

We aim to:

In line with our Diversity and Inclusion Policy -

Ensure opportunities are accessible to all, introducing reasonable accommodations, where possible to facilitate this.

Create an environment where staff and clients are treated fairly, with both dignity and respect.

Ensure fair treatment for job applicants, which is free from bias.

Make the best possible use of our existing and potential workforce through effective talent management regardless of gender.

To not discriminate on the grounds of gender, where an individual is in the process of gender reassignment or where an individual has completed this reassignment.

Áiséirí will not discriminate on the grounds of marriage or civil partnership and will support individual needs as required.

To not discriminate on the grounds of an individual's sex or on the grounds of the sexual orientation providing everyone with exactly the same opportunity to achieve their goals.

We will also review our recruitment processes to ensure that male and female staff are more equally represented at all levels wherever possible.

Áiséirí, Town spark, Cahir, Co. Tipperary, E21 E206.

Áiséirí, Roxborough, Co. Wexford, Y35 AH70.

The Aislinn Centre, Ballyragget, Co. Kilkenny, R95 R859.

Céim Eile in Waterford, Glencarra, Ballybeg, Waterford, X91 FH61