



Fairstone 
IRELAND
Gender Pay Gap Report

INTRODUCTION

At Fairstone, we know that our people are our greatest asset. We are exceptionally proud to have created a strong sense of belonging so that people of all identities, backgrounds, and cultures are comfortable in bringing their true selves to work every day.

We are committed to building and maintaining a diverse and inclusive team, as we believe that diversity fosters a broader range of ideas, insights, and perspectives – ultimately strengthening our ability to serve our clients.

We are dedicated to promoting fairness, transparency, and equality of opportunity for all employees, ensuring that every colleague can develop and thrive based on their skills, contribution, and potential. As of November 2025, we are proud to have colleagues representing seven different nationalities across our team. This diversity enriches our workplace culture and helps us to better reflect and respond to the needs of our clients in an increasingly dynamic and global financial landscape.

Notwithstanding this, our clients come from all walks of life; whether they be home buyers, planning for the retirement, saving to send their children to third level education, planning for eventualities or succession planning, we aim to achieve that same diversity of background, experience and perspective in our own teams, so that we can genuinely understand our client's needs.

Fostering inclusion is central to our values with all of us holding a shared responsibility to embed this within our culture. Everyday allyship is one of the ways in which we do this, enabling everyone to belong, thrive and demonstrate authentic behaviours with the support of our colleagues.



PAUL MERRIMAN

I am delighted to introduce Fairstone's first gender pay gap report.

The gender pay gap within the financial planning and brokerage sector in Ireland continues to reflect historical trends in financial services, where men are more frequently represented in senior advisory and client-facing positions. Industry data from representative bodies such as Brokers Ireland and the CBI's employment reports indicate that women are more prevalent in administrative, compliance, and operational support roles. Our figures are consistent with this national trend.

As of the reporting date, 81% of our financial planning and advisory functions advisors are male and 19% are female whereas female representation is stronger in our support and administration functions, accounting for a third of employees in these areas. Our pay gap arises primarily from the higher proportion of men in senior advisory and executive-level positions, which carry higher variable remuneration and commission-based earnings.

We recognise that women remain underrepresented within the financial planning and advisory space nationally. We are committed to playing our part in addressing this imbalance by continuing to support an inclusive environment that encourages more women to pursue and build successful careers in our industry.

I truly believe that the progress we've made in attracting more women into the profession, along with our strategy to promote from within, will help us to build a strong pipeline of female talent for the future. As our women continue to progress in their careers, I'm confident we will see a positive impact on our gender balance across the firm.

I know that meaningful progress is challenging and will take time, but we remain steadfast in our efforts; we're confident that we will achieve real, lasting results. We are committed to creating a future which delivers equal opportunities for all genders, and I look forward to sharing our progress on this important journey again next year.





OUR GENDER PAY GAP

The pay gap explained

The pay gap is different to equal pay. The gender pay gap is a measure of the difference between the average hourly pay rates for men and women, whereas equal pay refers to the pay difference between men and women who carry out the same job or perform work of equal value.

Equal pay for equal work is and always will be, a fundamental principle we uphold here at Fairstone.

Under Gender Pay Gap regulations, we are required to report both the mean and median pay and bonus gaps along with pay quartile distribution and the proportion of employees receiving Benefit-in-Kind.

Calculating the mean

We add up the rates of pay of all men, and the rates of pay of all women, and then divide these figures by the total number in each group. We then report the percentage difference between these two figures as our mean gender pay gap.

Calculating the median

We list rates of pay for every man and every woman, and we report the middle point of each list as the median. We then report the percentage difference between these two figures as our median gender pay gap.

These tables illustrate both the composition of our workforce and our gender pay gap figures as at 30 June 2025.

Our workforce composition	
Male	Female
67.9%	32.1%

Our pay gap	
Mean pay gap	Median pay gap
25%	4.8%

Our bonus gap	
Mean bonus gap	Median bonus gap
47.6%	34.2%
100%	100%

Our hourly pay quartiles		
Quartile band	% of male employees	% of female employees
Upper quartile	78.9%	21.1%
Upper middle quartile	65%	35%
Lower middle quartile	68.4%	31.6%
Lower quartile	60%	40%

Proportion of employees who received BIK	
Male	Female
100%	100%

OUR GENDER PAY GAP



Our median pay gap of 4.8% reflects the composition of our workforce as at the end of H1 this year, which sees a greater proportion of men in all four quartiles.



Similarly, because there are more men working in the firm, a mean pay gap of 25% exists. This illustrates to us that we need to do more work to rebalance the number of women employed at a senior level.



The hourly pay quartile distribution data shows that a significantly larger proportion of men fall within all four quartiles, particularly in the upper two. This tells us that while we are improving in female representation in the upper quartiles, we have more work to do. The balance of men and women applying for positions in the firm can vary but is predominantly male. However, this is not a trend we wish to see continue in the long-term and have plans to address this.



The number of men and women receiving bonuses was 47 of the 78, representing 60.3% of our workforce as at 30 June 2025.



The gender pay gap reporting obligations relate to the percentage of men and women who receive a benefit-in-kind. All our employees are automatically enrolled in our death in service benefit and income protection schemes so this along with some other forms of benefit-in-kind offered, means that an equal number of male and female employees receive a benefit-in-kind.

ACTIONS AND INITIATIVES



Talent development

- Building a strong female talent pipeline through our internal-first promotion strategy with a focus on encouraging and supporting female progression into client-facing and senior positions.
- Continuing in our offering of flexible and hybrid working arrangements and raising the profile of these across the firm.
- Running leadership development and mentorship programmes for all employees.



Talent attraction

- Aiming for gender balance on our interview panels.
- Working with third level institutions to attract more female talent into our profession.
- Continue in our rolling out of unconscious bias and EDI training to all those in people management positions, including during the recruitment and selection process.



Community

- Build on our collaboration with relevant institutes to identify strategies for enhancing the development of women in our industry.



Employee Engagement

- We will seek out meaningful engagement with everyone across our firm as a means of seeking constructive feedback to help us drive real change.



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