



# Gender Pay Gap

Amundi Ireland, 2022

Confidence  
must be earned

**Amundi**  
ASSET MANAGEMENT

# Foreword

**We acknowledge that a gender pay gap exists in Amundi Ireland and we are committed to reducing that gap through a range of initiatives aimed primarily at rebalancing the gender demographic in our company.**

Whilst we have a pay gap, it is important to point out that this is not as a result of men and women being paid differently for performing comparable roles. The gap exists because in Amundi Ireland, women are underrepresented in higher paid functions such as senior management and investments.

We are committed to working internally and externally in order to address this underrepresentation and whilst good work has been done to address some of the causes of this underrepresentation, there is still much to be done to achieve a gender balance across our industry.

At Amundi Ireland we are working hard to remove any potential barriers to gender balance in the company. Our priority is to increase the number of women in the organisation and one way to achieve this is to think differently when it comes to how we recruit. Whilst we will always strive to hire the best candidates, we need to develop a strong succession pipeline of women in order to improve diversity at senior management level.

We have worked with external partners in reviewing relevant policies, we have rolled out training for our managers and business leaders, we have challenged ourselves to recruit differently, and we have surveyed our staff and listened to their responses.

Since we developed our current Equity, Diversity & Inclusion strategy, we have decreased our median gender pay gap from 33.2% to 16.8% within the space of a two year period<sup>1</sup>. While this signifies progress, we recognise there is still room for improvement and we are committed to reducing our gender pay gap. We will continue to regularly report and monitor the success of all our initiatives to identify any improvement areas and update our Equity, Diversity & Inclusion strategy accordingly. As we look ahead, our priority remains to further embed diversity and inclusion across our workplace and to promote a wider range of talent across all our business areas.



**DAVID HARTE**  
**CEO, AMUNDI IRELAND**



<sup>1</sup> Amundi data comparing snapshot figures taken in June 2020 & June 2022. Figures represent the hourly pay median pay gap at Amundi Ireland.

# Where we are

## What is a gender pay gap?

Gender pay gap refers to the difference between the hourly pay of men and women across a company, regardless of their role.

The gender pay gap is not the same as unequal pay. Paying an individual less than another for the same job on account of their gender is prohibited under equality legislation.

## Understanding our gender pay gap

The hourly median gender pay gap at Amundi Ireland is **16.8%** with an hourly mean gender pay gap of **41%**.

Amundi Ireland has a greater proportion of men in senior and higher paying roles.

There are more men than women working in Amundi Ireland, which contributes to our gender pay gap.

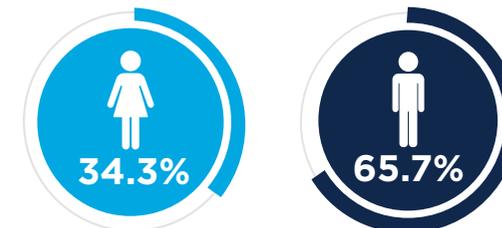
**Median:** Calculated by finding the midpoint of all male and female employees hourly pay and comparing the difference between the two.

**Mean:** Calculated by finding the average of all male and female employees hourly pay and comparing the difference between the two.

**Pay:** Includes basic salary, allowances, overtime, performance related bonuses and share awards, and other monetary payments.

**Snapshot:** All data and calculations based on relevant employees as at 30th June 2022.

## Gender distribution



## Gender pay gap

### Median

### Mean

Hourly pay	16.8%	41.0%
Bonus	19.1%	68.9%
Temporary employees	-0.5%	-2.5%
Part-time employees	(insufficient data) <sup>2</sup>	

## Pay quartiles

### Female

### Male

Upper quartile	15.7%	84.3%
Upper middle quartile	39.3%	60.7%
Lower middle quartile	46.0%	54.0%
Lower quartile	36.8%	63.2%

## Proportion receiving bonus



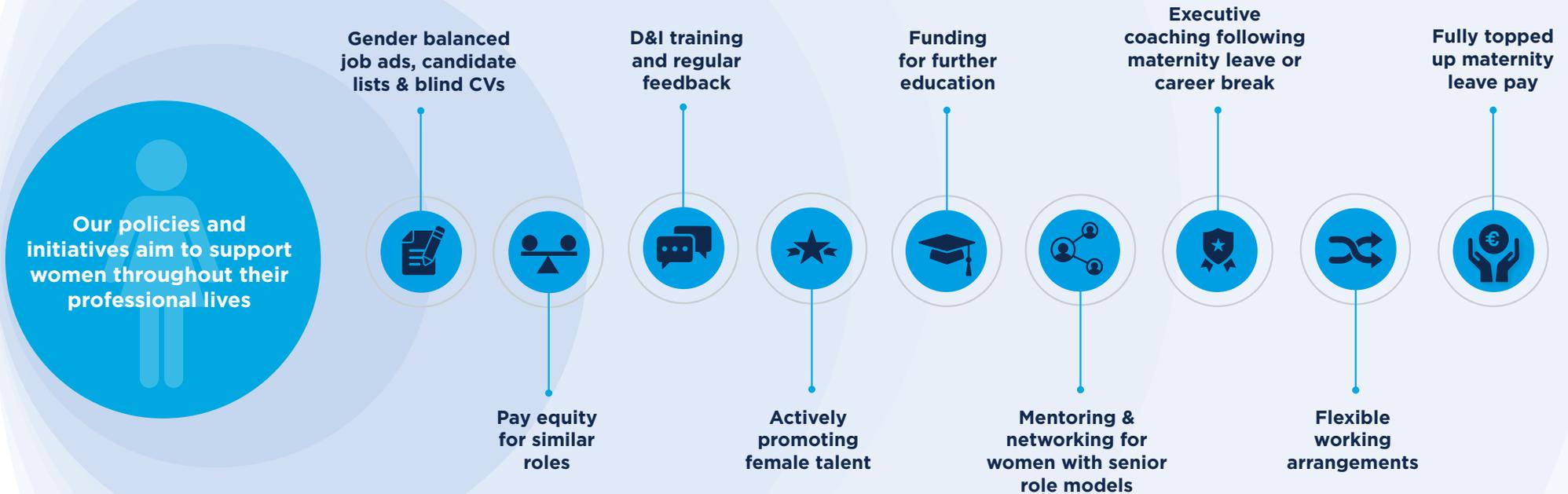
## Proportion receiving benefits in kind



<sup>2</sup> At the snapshot date there were no part-time male employees, therefore it was not possible to calculate this particular median/mean pay gap.

# What we are doing

At Amundi, we recognise that people's career journeys can often be different



## EDUCATION

In order to support women to enter into a career in financial services, our Women's Network launched a three-year scholarship in 2022 to support a woman studying finance.

## RECRUITMENT

Our recruitment & selection process has been designed to remove any opportunities for unconscious bias.

## TRAINING

Currently, 52% of Amundi Ireland apprentices and interns are female, supported by our talent development programmes.

## REPRESENTATION

We are actively engaging at industry level to increase female representation through the various industry bodies and organisations we participate in.

# Amundi's journey

## Our commitment

Amundi Ireland is committed to reducing our gender pay gap and to incorporating diversity into every stage of our employee lifecycle.

We will continue to:



**Invest** in our people and challenge ourselves to bring greater gender balance to the company.



**Report** and monitor the success of all of our initiatives in order to hold ourselves accountable.



**Learn** from this process and develop our approach in close cooperation with other industry players and our staff.



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