



Gender Pay Gap Report 2022



We welcome the opportunity to report on our Gender Pay Gap. daa is an organisation that embraces transparency and reporting our gender pay data and implementing initiatives to address the gap is absolutely the right thing for us to do.

What is the Gender Pay Gap?

The gender pay gap **compares the average pay of all women** in an organisation with the **average pay of all men**. It's an indication of whether there's an **even split of men and women** across all role types and levels.

Is it linked to Equal Pay?

No, equal pay is about ensuring men and women in **similar roles are paid the same amount**, in line with their skills and experience.

daa is **committed to equal pay**, and already take measures to ensure we **pay all employees fairly and equitably**.

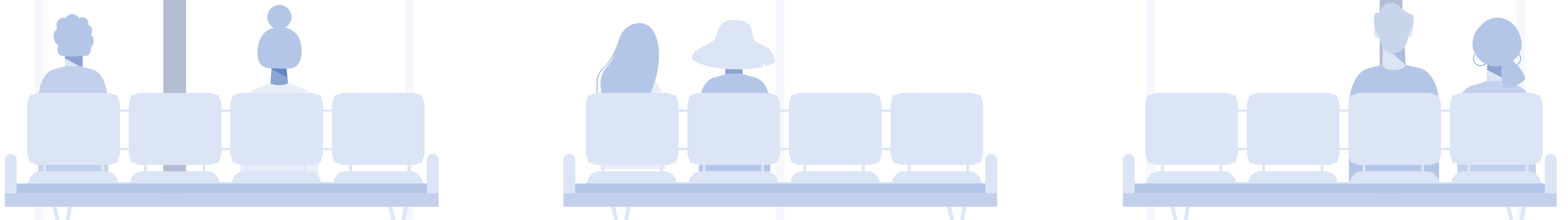
The Gender Pay Gap Information Act 2021 requires us to publish our Gender Pay Gap data within 6 months of the chosen date in June 2022.

A message from our Chief People Officer

2022 marks the first year where Irish organisations with 250 or more employees are required to publish their gender pay gap information in line with the requirements of the Gender Pay Gap Information Act 2021. daa welcomes this move forward and believes it will be an important step towards gender parity.

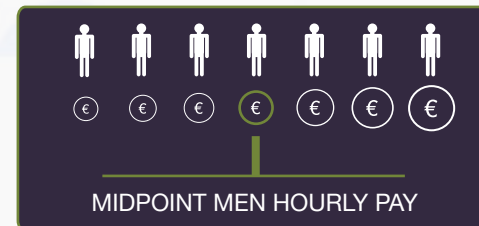
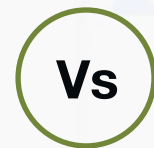


Brian Drain
Chief People
Officer



THE BIG PICTURE

Mean gender pay gap



Click each button below
to find out more

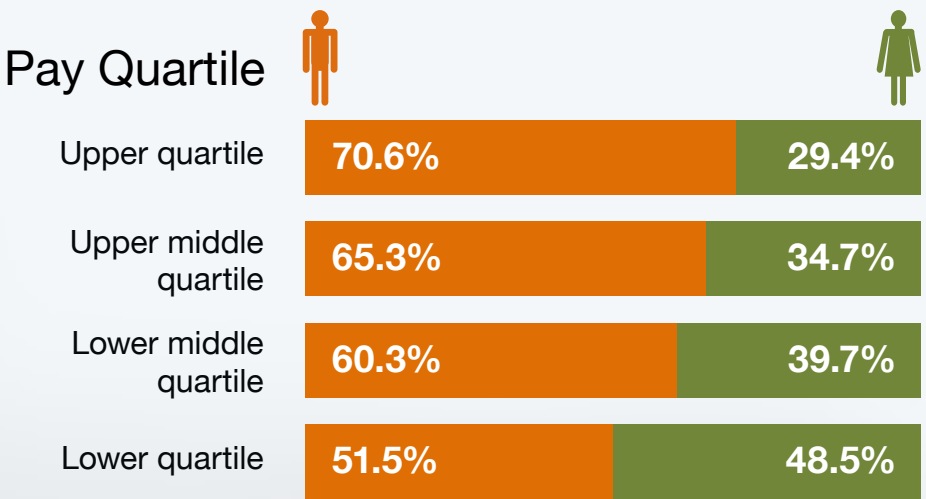
Career demographics

This sections looks at the difference in male and female workers, both in terms of their pay and their career levels.

Our group pay split

Let's look at the proportion of male and female colleagues within each of our pay quartiles.

- Pay quartiles take the hourly pay of all employees, divided into 4 quartiles arranged from the lowest 25% of pay (Lower quartile) to the highest 25% of pay (Upper quartile). The graph below shows the proportion of men and women within each of these quartiles.

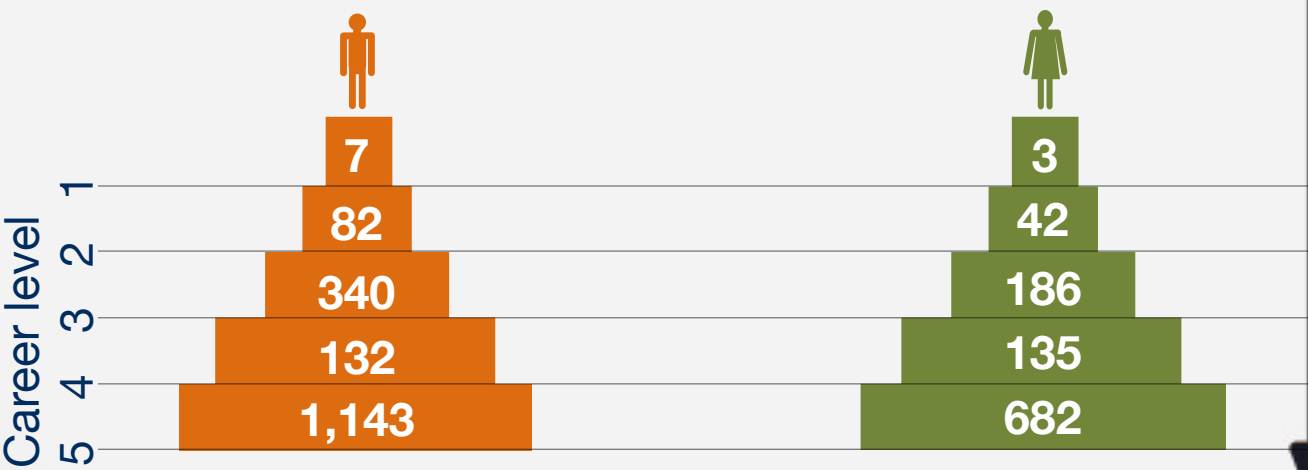


OUR RESULTS

CAREER DEMOGRAPHICS

Career levels

The graph below shows a breakdown of gender across the five career levels at daa, with level 1 being the most senior roles and level 5 the most junior:



In most cases men occupy the higher paying roles within every career level, so, as we go forward, we must focus and encourage the development and promotion of our female employees into more senior roles across daa.

Focussing on temporary and part-time workers

The following data shows the gender pay gap results for our temporary and part-time employees only.

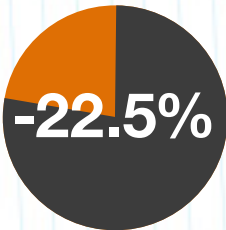
OUR RESULTS

TEMPORARY &
PART-TIME
WORKERS

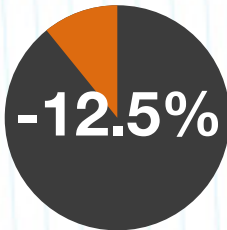
Temporary workers

Employees contracted to work for a specific period of time, often via a third party agency

Mean Gender pay gap



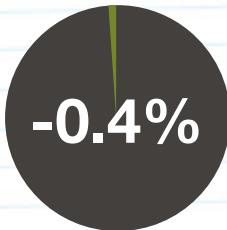
Median Gender pay gap



Part-time workers

Employees who usually work fewer than 30 hours per week, often on a shift pattern

Mean Gender pay gap



Median Gender pay gap

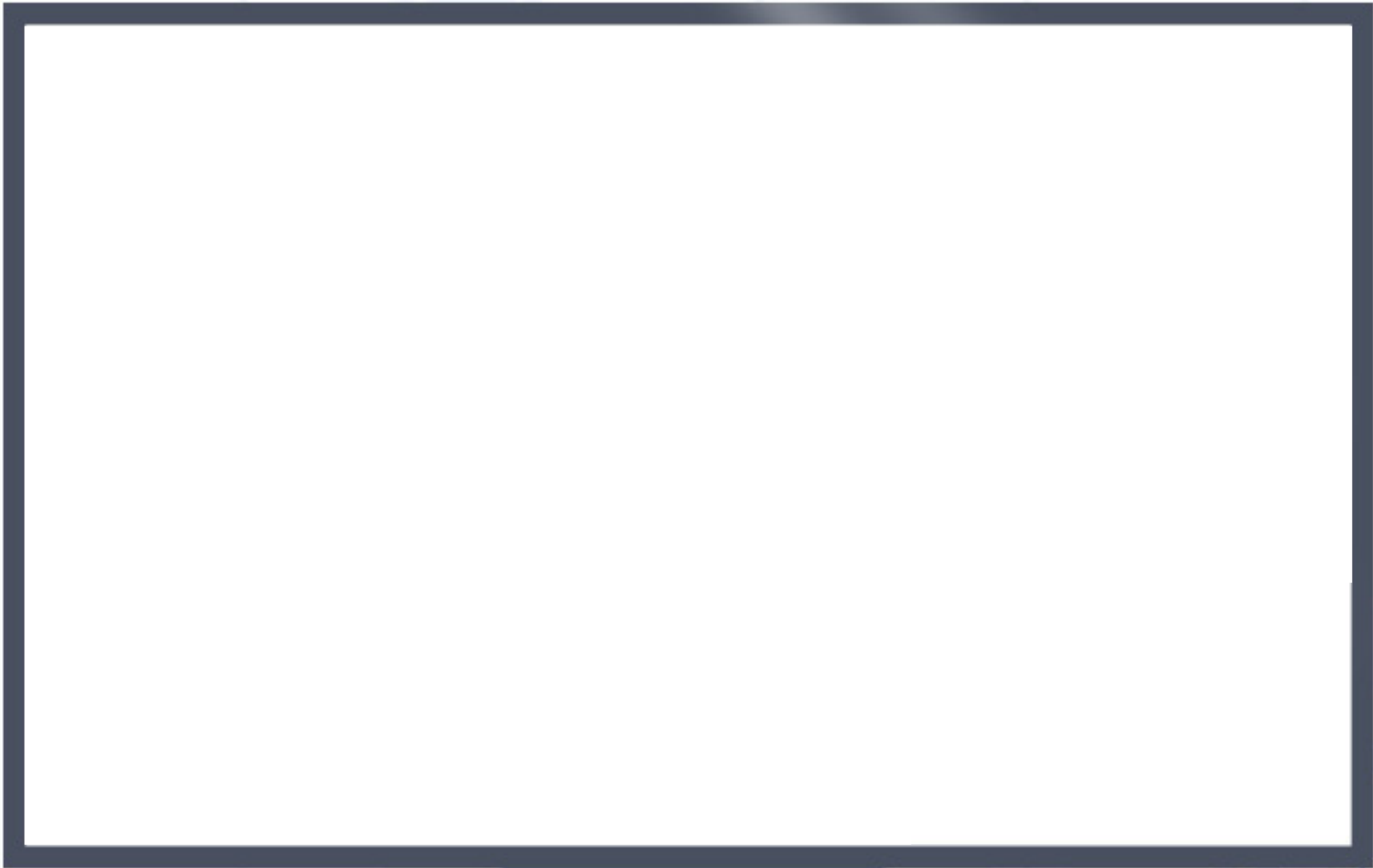


Bonus and Benefits

The next two sections look at the split of bonuses and benefits in kind paid to male and female workers.

OUR RESULTS

BONUS &
BENEFITS



Click each button below
to find out more



How we're closing the gap

We need an equal representation of men and women across our workforce to support our vision to create greater gender balance and a more inclusive working environment.

We have identified **three key focus areas** which will help us address and reduce our gender pay gap:

Choose your area of focus:



What we're going to do next

WHAT'S NEXT

Looking to the future

We are making progress achieving a better **gender balance** at the senior career levels within daa, with **3 of the last 4 executive appointments being women**. By employing initiatives such as our Cornell Leadership Development Programme, we hope to continue to develop and progress our female talent into the **senior layers of the organisation**.

Current analysis shows that men typically occupy the most senior and highest paid roles.

By developing female talent across the mid-career levels within daa we'll be able to build an effective talent pipeline that will help us achieve a gender balance at the most senior levels of the organisation.

daa will continue to report our gender pay data and implement initiatives which will allow us to make real progress in lowering our organisation's gender pay gap.

