

IDG Communication Limited trading as "Foundry" Gender Pay Gap Report 2025

FOUNDRY

Hourly rate of pay			
	Male (€)	Female (€)	Difference (€)
Mean	19.06	17.57	7.8%
Median	16.03	14.28	10.9%

Information

Data as of 20/06/2025

Published on 17/12/2025

Explanation

On the snapshot date, the Company had 76 employees, 5 of which were part time, the rest full time.

Of this 47 were male, 29 were female.

Foundry's gender pay gap is fairly neutral, with mean & median pay differences at 7.8% and 10.9% respectfully.

The Company had more female workers employed in junior level roles, which led to an overall lower mean and median rate of pay

This is also reflected in the bonus data and the quartile pay information, however the overall mean payout for bonuses was higher for females due to key leadership positions being held by females in the Company.

Proportionally, the Company also employed a higher number of men, who held commission targeted based roles, increasing bonus based pay results

Bonus pay for 12 months			
	Male (€)	Female (€)	Difference (€)
Mean	2,639.96	2,862.27	-8.4%
Median	1,660.00	120.00	92.8%

Employees who received bonus pay			
Gender	Total number of employees	Number who received bonus pay	Proportion of total (%)
Male	47	19	40.4%
Female	29	9	31.0%

Action Points

Further & deeper use of benchmarking data to ensure competitive pay per role

Improved hiring practices including values based interviews & structured interviewing

2025 introduction of new metric based bonus schemes aligned globally

Review pay gap data during annual review process & benchmarking per role

2025 onwards pay reviews subject to globally aligned Company process

2025 engagement survey launched to understand employee feedback

Employees by quartile pay bands					
Quartile	Number of males	Number of females	Total number of employees	Proportion of males in quartile (%)	Proportion of females in quartile (%)
Upper	13	5	18	72.2%	27.8%
Upper middle	11	4	15	73.3%	26.7%
Lower middle	15	7	22	68.2%	31.8%
Lower	8	13	21	38.1%	61.9%