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# Gender Pay Gap Report

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TEKenable Limited



30/11/2025

[www.tekenable.com](http://www.tekenable.com)

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## Foreword

Following the enactment of the Gender Pay Gap (Information) Act, 2021, TEKenable Limited is pleased to share the Gender Pay Gap (GPG) report for 2025.

This new law requires organisations with over 50 employees to publish their GPG data, report on the reasons for the gaps and detail the measures the organisation has proposed to eliminate or reduce the gaps. TEKenable Limited is now at the employee threshold for mandatory reporting. Please note that that it is based on a 12-month pay cycle and the chosen snapshot date is 30th June 2025.



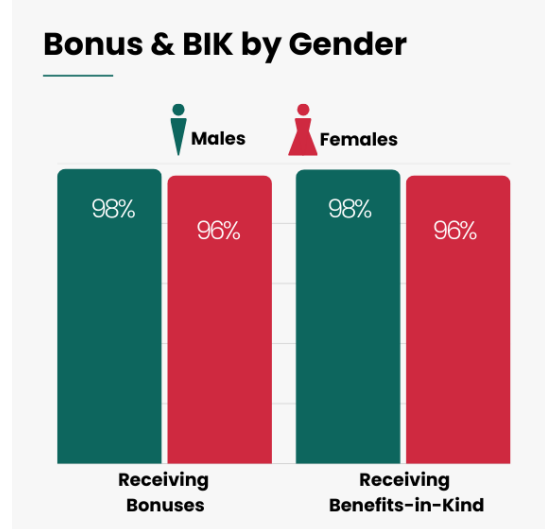
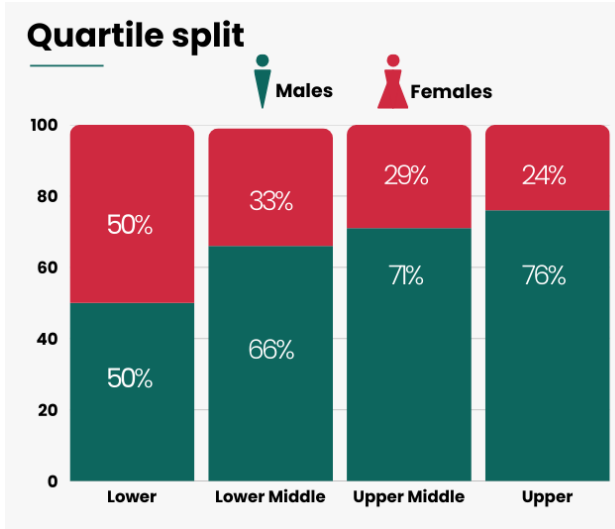
# 1 Overview

## Mean gender pay gap

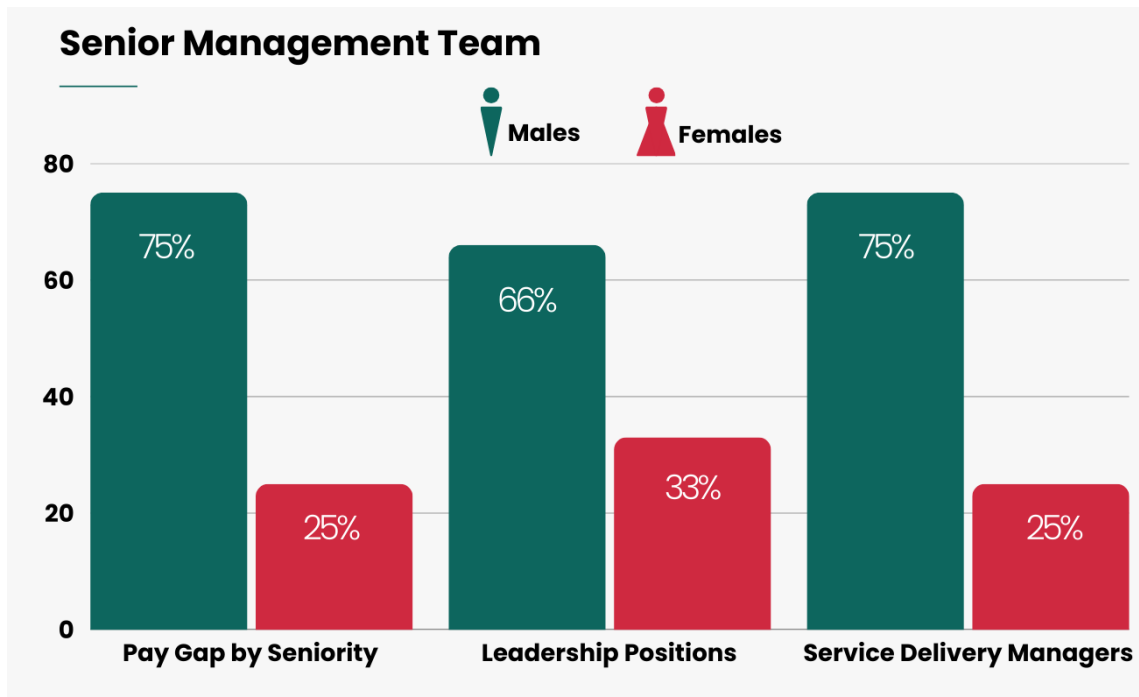
Total salaries, irrespective of gender, divided by number of employees **9.5%**

## Median gender pay gap

Compares the median pay of women and men, ranked within their gender. **18.4%**



In recent years the number of females in junior positions have been promoted to mid-level positions.



## 2 Understanding the Gender Pay Gap

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It is important to note that the gender pay gap and equal pay are two separate measures.

The GPG considers the difference between the hourly earnings on average by women and men in an organisation based on average gross hourly earnings of all employees. Its purpose is not to identify discrimination, bias or unequal pay in the organisation, but to assess the representation of males and females across the whole organisation at different levels.

The GPG is distinct from the concept of unequal pay; equal pay deals with the pay differences between women and men who carry out the same jobs, similar jobs or work of equal value.

### **Mean Pay Gap**

The definition of mean is the statistical average of a set of data. In the context of GPG reporting, the mean GPG is the difference between female's mean hourly pay and male's mean hourly pay. The mean hourly pay is the average hourly pay, including bonus, across the entire organisation.

### **Median Pay Gap**

The definition of median is the middle score for a set of data arranged in order of magnitude. In the context of GPG reporting, the median GPG is the difference between female's median hourly pay (the middle-paid female) and male's median hourly pay (the middle-paid male). To calculate the median hourly pay, all employees are ranked from the highest paid to the lowest paid, and taking the hourly pay, including bonus, of the person in the middle.

### **Quartile Bands**

Quartile refers to the division of employees into four even segments based on the value of their hourly wage and looking at the proportion of male and female employees in each segment. Looking at the proportion of people in each quartile gives a sign of the gender representation at various levels of the organisation.

## 3 Interpreting the Data

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### Mean and median pay gap

TEKenable Limited's mean GPG figure for 2025 is 9.5% in favour of male employees.

TEKenable Limited has a median GPG figure of 18.4% for 2025.

The main contributor to the mean GPG figure is the higher number of male employees at senior management, which then increases median male salary compared to the median female salary. TEKenable Limited continues to be strongly committed to ensuring equal representation at all levels. Further initiatives are ongoing which will assist with increasing female representation at the Senior Management Team level.

TEKenable Limited's GPG is below the EU average; however, we recognise that any gap is significant and requires action. We are committed to closing this gap and are actively implementing measures to promote equality

### Quartiles

33.73% of employees in TEKenable Limited are female and 66.27% are male. When dividing all employees into quartiles, the ratio of female to male employees in the lower quartile in 2025 is 50%:50%.

When examining the mid-lower quartile, the ratio of female to male employees in the mid lower quartile in 2025 is 38%: 62%.

When examining the mid-upper quartile, the ratio of female to male employees in the Mid upper quartile in 2024 is 24%:76 %,

At the upper quartile the proportion of female employees stands at 24%.

The reporting for part time and temporary staff is non-applicable.

Additionally, the Mean Bonus Gap is currently 77% which appears significant because commissions earned by the sales team are categorised as part of their bonus payments. Since commissions can represent a substantial portion of total compensation for sales roles, this inflates the bonus figures for that group.

### Explaining the Gap

Although there is some imbalance of representation, female employees more likely to occupy mid-management and administrative roles and male employees more likely to occupy senior management roles in the company.

Additionally, our gender pay gap is primarily influenced by a higher proportion of male employees compared to female employees. In particular, the underrepresentation of women within our Sales team contributes to this gap, as male employees currently earn additional commission through these roles. As there are currently no women in Sales positions, the commission-related bonuses are concentrated within one demographic, which widens the observed bonus gap.

Furthermore, the absence of the benefit of company paid maternity leave impacts overall earnings for women, and we support the view that maternity leave should be part of a statutory, government-funded scheme.

TEKenable Limited will continue to monitor and implement initiatives aimed at increasing female representation at senior management levels while also ensuring that there are consistent progression pathways for employees at all levels regardless of their gender.

## 4 How TEKenable Limited plan to address its gap

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### **Inclusive Recruitment and Representation**

We will bridge the gender pay gap by implementing inclusive recruitment practices and increasing female representation in Sales roles. Our approach will ensure we continue to create gender-neutral job descriptions, use diverse interview panels, and actively sourcing female talent through targeted outreach. We will also develop clear career pathways for women in Sales.

By prioritising these actions, we will ensure that women not only enter high-earning roles but thrive in them, driving both equity and business performance. Through these deliberate steps, we will create a more balanced workforce and significantly reduce the gender pay gap over time.

### **Reporting our Gender Pay Gap**

As previously highlighted, TEKenable Limited is deeply committed to promoting equality of opportunity for all employees, regardless of background or identity. We recognise that gender equality is not only a fundamental societal value but also an urgent priority. In line with this commitment, TEKenable Limited will continue to calculate and publish its Gender Pay Gap reports and take proactive measures to address any disparities identified. These actions reflect our ongoing dedication to creating a fair, inclusive, and equitable workplace for everyone.

**Gender Neutral Language within Documents**

We have taken proactive steps to ensure that all documentation reflects inclusive and accessible language. This applies to our policies, job descriptions, and internal communications. Each document is carefully gender-proofed to eliminate both masculine-coded and feminine-coded language, as such wording can unintentionally attract or discourage specific genders. By removing these biases, we aim to create content that resonates equally with all candidates and employees.

# TEKenable

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