



HEANET
GENDER PAY GAP REPORT
NOVEMBER 2025

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IN EQUALITY

FOREWORD

At HEAnet, we are committed to cultivating a workplace that is equitable, diverse, and inclusive - one in which every individual is afforded the opportunity to thrive. For us, this means taking a values-driven and proactive approach to matters of gender equality, which we advance through our Group Gender Equality Plan and through ensuring the policies and working practices in place support this ambition of gender equality.

The introduction of the Gender Pay Gap Information Act 2021 highlights the importance of our established practices and provides an opportunity to further focus on the analysis and understanding of our gender pay gap. The gender pay gap is a multifaceted issue, shaped by both internal and external factors. We remain committed to addressing this challenge through the promotion and advancement of our Group Gender Equality Plan and ensuring ways of working align with our core values: Equality & Fairness, Positive Impact, Future Focused and Collaboration.

I extend my sincere thanks to all our colleagues who continue to advocate for and contribute to our equity, diversity and inclusion efforts. I look forward to further advancing our efforts in gender equality into 2026 and beyond.



Ronan Byrne,
HEAnet CEO



ABOUT HEANET

Formed in 1983 and incorporated as a company in 1997, HEAnet is Ireland's National Research and Education Network (NREN), delivering high-speed internet connectivity and associated ICT services to all levels of the Irish educational and research sector. Over 1.5 million students, researchers and staff rely on our national education network every day.

Established in 2015, EduCampus is a subsidiary of HEAnet. While EduCampus' gender pay gap is not reported on here, it is important to highlight that there are references throughout this report to Group policies and processes. This is because we have a number of policies and processes applying to both companies, which are relevant to commentary on HEAnet's gender pay gap.

GENDER PAY GAP VS. PAY EQUITY

When we discuss the gender pay gap, it is important that we differentiate it from pay equity. While both deal with the disparity in pay women receive in the workplace versus men, they are two different issues.

Gender Pay Gap measures the difference between the average earnings of all men versus all women in an organisation. It does not take into consideration the nature of the job, responsibilities, experience or other variables. A gender pay gap does not necessarily mean pay practices are inequitable.

Pay Equity is the concept of paying men and women equally for the same work, otherwise called 'equal pay for work of equal value'. It is not just about comparing the salaries of men and women with the same jobs, but it also allows for legitimate factors such as seniority, experience and other variables.

The presence of a gender pay gap in an organisation *may* mean, but *does not automatically* mean, that employees of different genders are being paid unequally. As such, companies with equitable pay practices may still report a gender pay gap.

REPORTING PERIOD

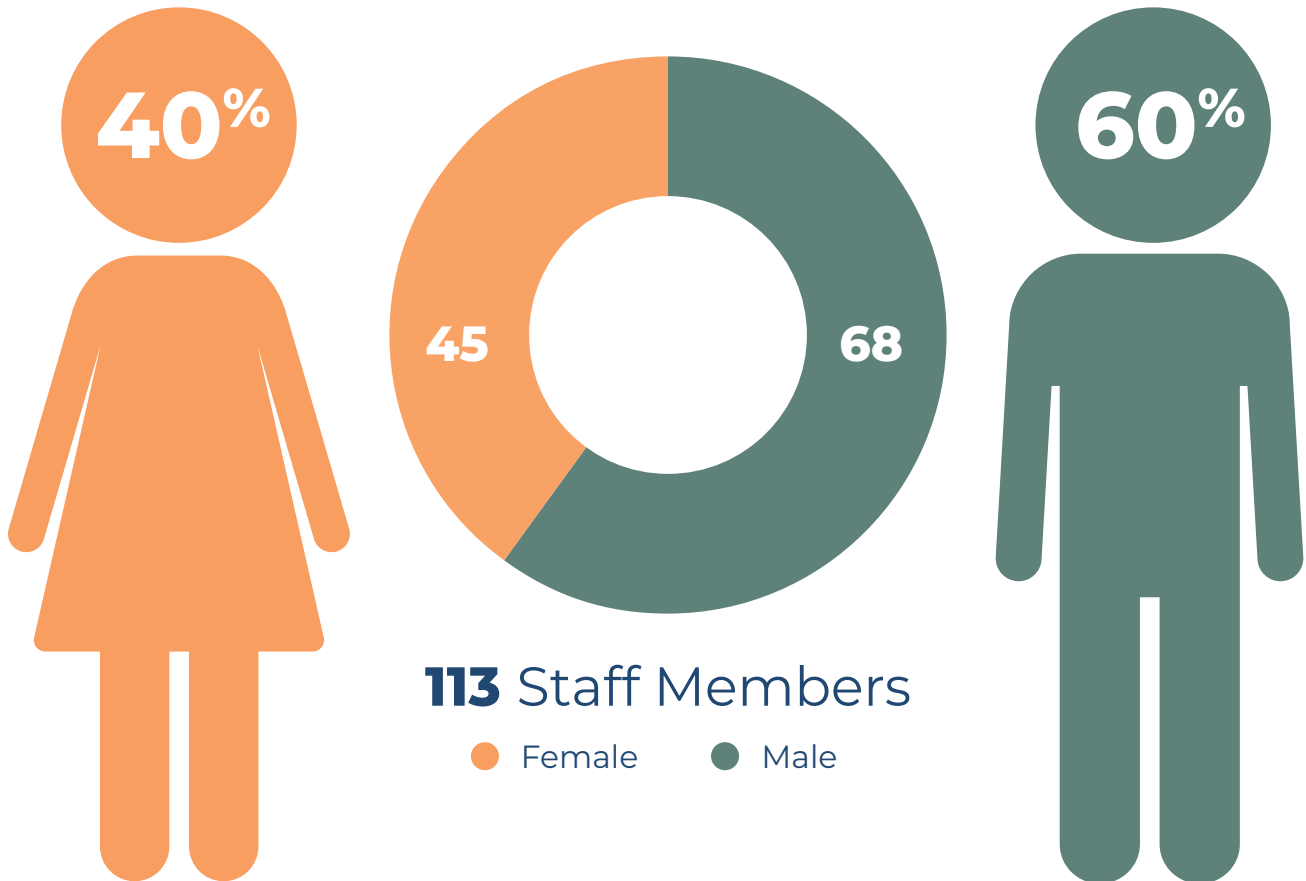
Our first reporting period spans 1 July 2024 to 30 June 2025, with a snapshot date of 30 June 2025. This report has been published in advance of the reporting deadline of 30 November 2025 and will remain on our website for a period of 3 years, as required by the Gender Pay Gap Information Act 2021.

OUR GENDER REPRESENTATION

As of the snapshot date, HEAnet employed a total of 113 staff members, grouped by gender as follows:

Representation by Gender

	Male	Female	Total
Staff Number	68	45	113
Staff %	60%	40%	100%



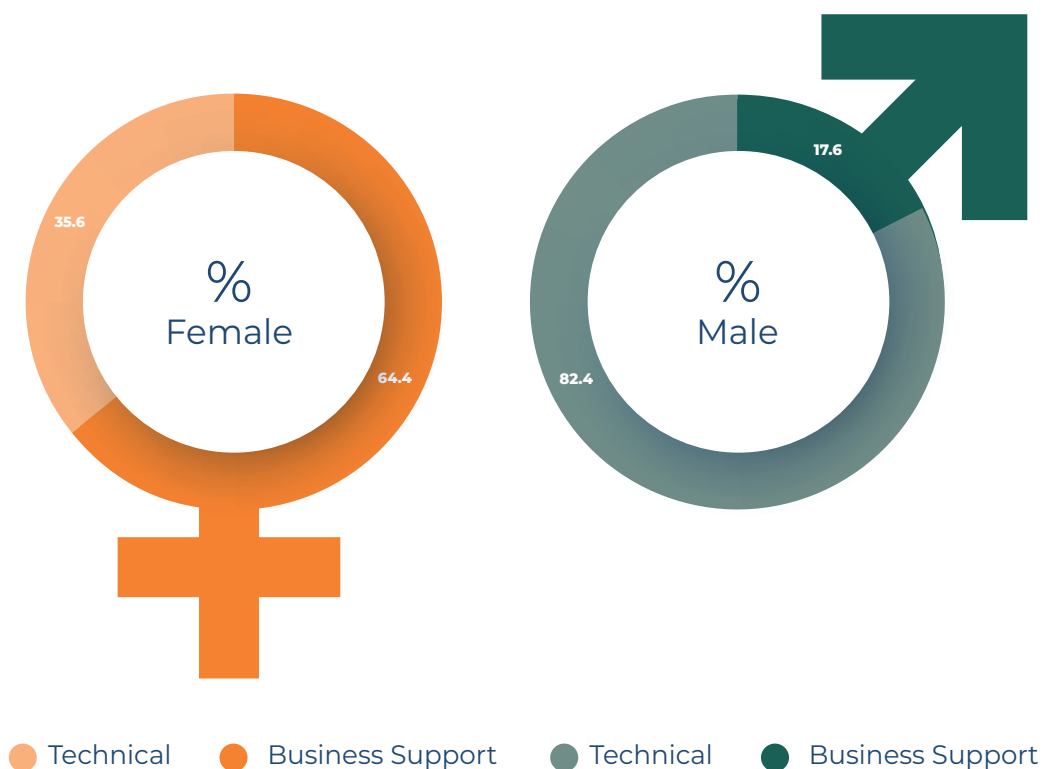
Representation by Level

	Executive Management	People Managers	All Other Staff	Total	Executive Management %	People Managers %	All Other Staff %	Total %
Female	3	8	34	45	6.7%	17.8%	75.5%	100%
Male	5	12	51	68	7.4%	17.6%	75%	100%
Grand Total	8	20	85	113	7.1%	17.7%	75.2%	100%

Representation by Category

	Business Support	Technical	Total	Business Support %	Technical %	Total %
Female	29	16	45	64.4%	35.6%	100%
Male	12	56	68	17.6%	82.4%	100%
Grand Total	41	72	113	36.3%	63.7%	100%

Note: “Technical” includes roles such as those in Networking, Systems, Architecture, Technical Support and Programme/Project Management. “Business Support” includes roles such as those in Executive Management, Finance, People Operations, PR & Marketing, Client Engagement, Research Engagement, Corporate Governance and Brokerage.



OUR GENDER PAY GAP PROFILE

The figures in this section show HEAnet's mean and median pay gap, as at the snapshot date of 30 June 2025. Considered in tandem with data on representation above, this provides valuable insights into our pay gap profile.

When reviewing the data in this section, it should be noted that HEAnet does not operate a bonus scheme, and employees do not receive performance-related bonuses. To support transparency in our gender pay gap reporting, HEAnet has included incidental incentives and rewards that are provided in connection with various culture, team building and company events under the "bonus" section of the report.

Metric	Gender Pay Gap	Definitions
Mean	12.3%	The difference between the average hourly pay of men and women
Median	11.6%	The difference between the mid-point hourly pay of men and mid-point hourly pay of women
Mean – Part Time	2.5%	Part-time employees are those working fewer weekly hours than a full time equivalent
Median – Part Time	11.6%	Part-time employees are those working fewer weekly hours than a full time equivalent
Mean – Temporary	21.6%	Temporary employees are those working on a fixed term basis
Median – Temporary	23.1%	Temporary employees are those working on a fixed term basis
Mean - Bonus	23%	The difference between the average bonus pay between men and women
Median - Bonus	0%	The difference between the mid-point of bonus pay between men and women

Quartiles outline the proportion of men and women falling into four equal groups based on pay from highest to lowest.

Quartile	Male	Female
Upper	76%	24%
Upper Middle	61%	39%
Lower Middle	50%	50%
Lower	54%	46%

Metric	Male	Female	Definitions
Employees receiving a bonus/ other incentive	90%	93%	The percentage receiving any bonus/other incentive
Employees receiving Benefit-In-Kind	93%	93%	The percentage receiving benefit-in-kind



INTERPRETATION OF THE GENDER PAY GAP

Workforce and Pipeline Trends

According to the 2024 European Union Labour Force Survey (Eurostat) study, women hold only 24.4% of tech roles in Ireland¹. Representation within technology roles in HEAnet is reflective of a gender-segregated labour market, resulting from an employee pipeline that remains underrepresented by women.

The primary driver of HEAnet's gender pay gap is the lower representation of women across mid-senior to senior STEM roles, which have historically tended to be higher-paying than business support roles.

Talent Retention and Length of Service

HEAnet has historically benefited from high staff retention rates over a number of years. This strong retention rate in an industry with a predominantly male workforce has influenced the higher male representation seen in the upper and upper middle quartiles.

This is a natural evolution as our colleagues with long service have progressed their careers within the company and have grown into senior and leadership roles, both in technology and business support functions.

Nature of Roles

Analysis of the data over the four quartiles shows that men outnumber women significantly in the upper and upper middle quartile. The two lower quartiles show a more even gender distribution. This increased parity in the lower quartiles is indicative of changes within the business itself and externally within the talent market.

Over recent years, the business' requirement for technical and business support roles has evolved, with roles in both functions becoming more varied. The greater variety of role types has contributed towards improved gender representation across both technical and business support roles within these lower quartiles.

Efforts within the STEM industry over recent years to improve female representation is starting to result in a greater representation in the candidate pipeline for early-career STEM roles. As the nature and variety of business support roles has evolved, we also see greater male representation in this category. These factors combined have resulted in greater balance in gender representation in the lower quartiles.

¹ <https://www.siliconrepublic.com/careers/data-ireland-top-eu-countries-tech-employment-eurostat>

Work-Life Balance and Flexible Policies

It is important to note that the distribution of pay is also influenced by the uptake of unpaid leave types such as additional maternity leave, parental leave, unpaid leave, etc. While many of the available unpaid leave types are available to both men and women, it is predominantly women in HEAnet who avail of these options, which in turn impacts the pay data for the period in question.



MINDING THE GENDER PAY GAP

HEAnet takes its company values seriously and works proactively to ensure equality and fairness in all matters. Here are some of the initiatives in place that help us to remain focused on our equality and fairness value and which will ensure we remain proactive on matters related specifically to the gender pay gap and gender equality.

Group Gender Equality Plan

HEAnet has a stated commitment to dedicate efforts and resources towards addressing gender disparity in STEM through developing and publishing our Group Gender Equality Plan in January 2025.



The HEAnet Group is aware of its unique position within the education and research sector and its potential to influence gender equality and balance for the benefit of all. We are committed to doing what we can to move the dial towards more balanced gender representation in those areas currently lacking. We recognise that achieving balance for all genders will take time and requires intent and a keen willingness to act.”

The Group Gender Equality Plan outlines a number of actions over the period from 2025-2030 that will support HEAnet in achieving its aim of being a positive force for gender representation in STEM. You can find more information on our Group Gender Equality Plan here: <https://www.heanet.ie/reports/group-gender-equality-plan>
[Group Pay Framework](#)

Ensuring gender equality in pay is built into our pay practices in HEAnet. To support transparency in pay matters for all our colleagues, we have a Group Pay and Benefits Policy in place, which underpins our pay range and band structure. A pay benchmarking exercise takes place annually to ensure both internal equity and external fairness, including proactive analysis of and review for gender equality.

EDI Council & Accreditation

The Group EDI Council was established in 2021 to ensure an appropriate governance structure and to provide clear, consistent leadership for equality, diversity and inclusion across HEAnet and EduCampus. The vision of our EDI Council is “to foster an equal, diverse and inclusive workplace and to inspire progress in EDI across both organisations and in our interactions with all our stakeholders”.

The Irish Centre for Diversity is the only accreditation body for Equality, Diversity and Inclusion in Ireland. We are proud to hold Bronze accreditation with the Irish Centre for Diversity as it showcases our commitment in this space.

CONCLUSION

This is HEAnet's inaugural gender pay gap report, and future analysis and reports will allow us to examine trends and the impact of our Group Gender Equality Plan and other initiatives as we progress. We remain strongly committed to fostering a diverse and inclusive workplace that supports balanced gender representation in all types of roles and at all levels, and we look forward to working towards this objective over the coming twelve months.

Any questions in relation to the HEAnet Gender Pay Gap Report can be emailed to peopleops@heanet.ie or edi@heanet.ie.





Ireland's National Education & Research Network