

We are *News*

**Gender**

**Pay Results**

**2024/25**

As of 30th June 2025

# Foreword

## From Sarah Gallo, Chief People Officer

The gender pay gap is the difference in the average hourly wage of men and women across the workforce. It is calculated in two ways - a mean (the average of all the values) and a median (the middle value).

As of 2025, Irish legislation requires employers with more than 50 employees to publish their gender pay gap figures.

### Explaining our results

Our gender pay gap, as of our snapshot data of 30 June 2025, primarily stems from a gender imbalance in the lower pay quartile, rather than an issue of unequal pay for equal work.

Overall, our mean gender pay gap stands at 15.3% and the median gap is 19.6%. This is largely due to the distribution of men and women across the different pay levels. We have a relatively uniform distribution of males and females across the Upper, Upper Middle and Lower Middle pay quartiles. However, the data for News Press Ireland Limited and Onic Audio Limited (the entities for which we are required to publish data) shows a significant concentration of females in the lowest 25% of earners.

This structural concentration of more females than males in the Lower Pay quartile is the primary driver of our overall mean and median pay gap. This is often reflective of more women being in roles at junior levels or support functions which tend to be lower paid, a common challenge observed in many industries.

We are committed to taking active steps to address the structural causes of the gender pay gap in our Irish entities, as we seek to better reflect the diversity of the people we reach.

Our recruitment processes, from initial sourcing through to final selection, are designed and executed to be strictly gender-neutral. Furthermore, all of our internal HR policies are continually reviewed to ensure they operate free from any gender bias, guaranteeing that all employees have equitable opportunities to succeed and are treated fairly throughout.



# Results

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# Mean and Median Pay Gap

## All Employees

News Press Ireland Ltd	
Mean Gap	14.5%
Median Gap	19.2%

Onic Audio Limited	
Mean Gap	16.5%
Median Gap	10.0%

All Entities	
Mean Gap	15.3%
Median Gap	19.6%

All Onic Entities	
Mean Gap	15.0%
Median Gap	13.0%

## Part Time Employees

News Press Ireland Ltd	
Mean Gap	-0.1%
Median Gap	2.0%

Onic Audio Limited	
Mean Gap	N/A
Median Gap	N/A

All Entities	
Mean Gap	2.3%
Median Gap	28.3%

All Onic Entities	
Mean Gap	1.7%
Median Gap	29.7%

Of the 117 part time employees, 16 are permanent employees. The remaining 101 are variable employees.

## Temporary Employees

News Press Ireland Ltd	
Mean Gap	10.4%
Median Gap	6.6%

Onic Audio Limited	
Mean Gap	62.6%
Median Gap	62.6%

All Entities	
Mean Gap	16.4%
Median Gap	28.8%

All Onic Entities	
Mean Gap	17.1%
Median Gap	30.7%

Of the 106 temporary employees, 101 are variable employees.

# Pay Quartiles

News Press Ireland Ltd		
	Male	Female
Upper	67.9%	32.1%
Upper Middle	57.1%	42.9%
Lower Middle	60.7%	39.3%
Lower	35.7%	64.3%

Onic Audio Limited		
	Male	Female
Upper	57.1%	42.9%
Upper Middle	50.0%	50.0%
Lower Middle	57.1%	42.9%
Lower	30.8%	69.2%

All Entities		
	Male	Female
Upper	62.4%	37.6%
Upper Middle	57.6%	42.4%
Lower Middle	60.0%	40.0%
Lower	33.3%	66.7%

All Onic Entities		
	Male	Female
Upper	59.6%	40.4%
Upper Middle	59.6%	40.4%
Lower Middle	57.9%	42.1%
Lower	32.1%	67.9%

# Bonus and Benefit in Kind

## Bonus Gap

News Press Ireland Ltd	
Mean Gap	26.2%
Median Gap	46.0%

Onic Audio Limited	
Mean Gap	29.0%
Median Gap	-164.6%

All Entities	
Mean Gap	32.2%
Median Gap	-33.7%

All Onic Entities	
Mean Gap	34.5%
Median Gap	-98.1%

## Percentage of employees that receive a bonus

News Press Ireland Ltd	
Male	16.1%
Female	24.0%

Onic Audio Limited	
Male	37.0%
Female	39.3%

All Entities	
Male	17.7%
Female	24.7%

All Onic Entities	
Male	18.5%
Female	25.0%

## Percentage of employees that receive a benefit in kind

News Press Ireland Ltd	
Male	79.0%
Female	74.0%

Onic Audio Limited	
Male	48.1%
Female	46.4%

All Entities	
Male	55.2%
Female	42.4%

All Onic Entities	
Male	42.9%
Female	27.8%

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