



Darta Saving Life Assurance Dac

Gender Pay Report 2025





As part of our ongoing commitment to equality, inclusion and transparency, Darta are pleased to publish our First Gender Pay Gap Report in line with legislative requirements set out under the gender pay information act 2021.

This report provides an important opportunity to reflect on the representation and experience of all those employed by Darta.

While this report focuses on measuring the difference in average earnings between men and women across the organisation, it also highlights areas where we can continue to improve balance, opportunity and progression for everyone.

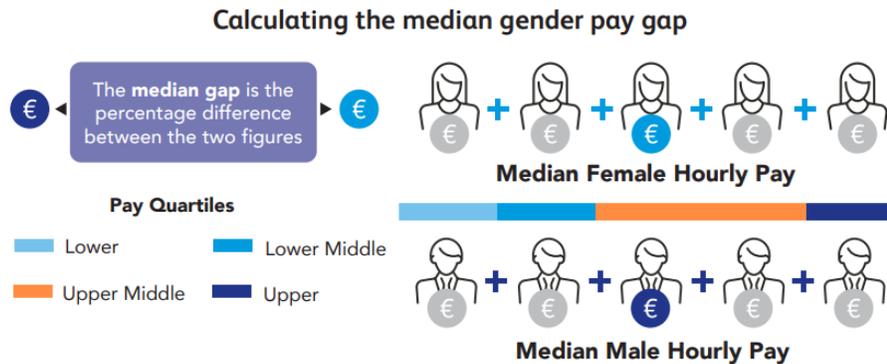
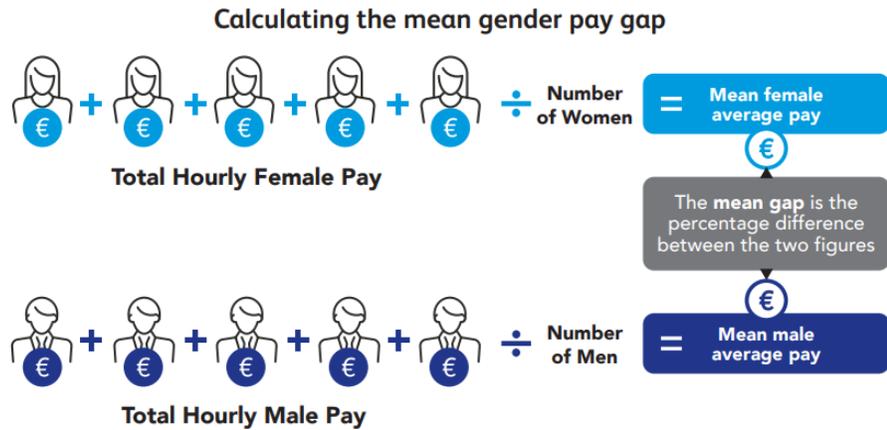
We remain dedicated to creating a workplace where all employees can thrive, regardless of gender.

By analysing our data and understanding the factors behind the numbers we can take meaningful action to drive lasting change.



Methodology

To complete this report, we were required to calculate the gender-based percentage differences in mean and median hourly pay, bonuses, benefits and quartiles. Our snapshot date for this year's report was June 27th, 2025. The data we used covered the 12 months prior to this snapshot date. All employees are split across four pay quartiles, which also included the percentage of men and women per quartile.



Mean and Median

To obtain the mean percentage we first gathered the hourly rate of pay for all men and all women in the organisation. We added the total hourly pay for women and divided that by the number of women in employment; we followed the same steps for male employees. The mean gap is the percentage gap between the two figures. The median gap is calculated by the percentage difference between the male and female average pay.

Bonuses

This calculation looked at the difference in total bonus payments between all men and women in the organisation. Again, looking at the mean and median percentage and the proportion of men and women who received a bonus payment.

Benefits

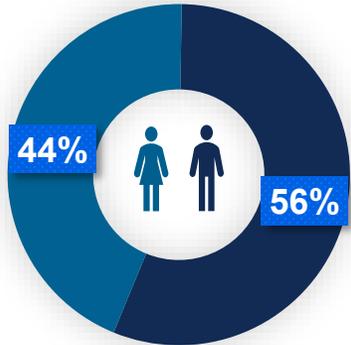
The proportion of men and women who received a benefit in kind is shown as a percentage of all men and women in the organisation.

Pay Quartiles

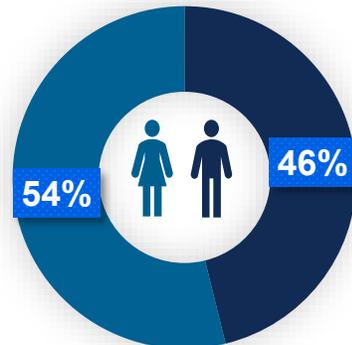
The pay quartiles measure how many men and women are represented in each quarter of the business when all men and women's hourly pay is stacked from lowest in the Lower Quartile to the highest in the Upper Quartile.

Our Findings

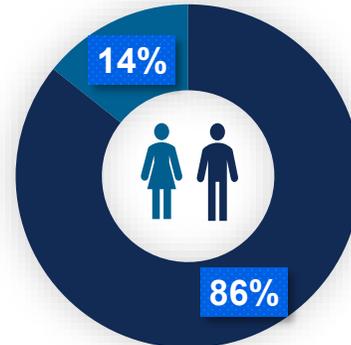
Gender Split



Middle Management



Executive Management



Darta's overall mean hourly pay gap is 19.4%, remaining below the financial services sector average (approx. 23–25%). The median gap of 14.2% demonstrates continued balance across the organisation, with minor variances driven by the distribution of senior roles.

The mean bonus gap of 49.5% reflects the higher weighting of performance-related pay at executive levels. All employees received a bonus, demonstrating equal access to reward opportunities.

Mean and median gaps are largely driven by structural and tenure differences rather than unequal pay within comparable roles.

Key Insights

Strengths:

- Pay parity within comparable roles.
- Equal access to bonus and benefits.
- Strong female representation in management and operational roles.
- Mean hourly gap remains below the market average.

Areas for Continued Focus:

- Senior leadership composition remains the main driver of the mean gap.
- Maintain transparent pay progression and succession planning for leadership roles.
- Continue promoting gender diversity in senior positions.

Darta's gender pay gap continues as of 49.5% reflects the higher weighting of performance-related pay at executive levels. All to reflect workforce structure rather than unequal pay for equal work. Across comparable levels, men and women are paid fairly for the work they do. The mean pay gap, at 19.4%, remains below the financial services sector average. The median gap of 14.2% shows ongoing balance across most levels of the organisation. The higher mean bonus gap reflects role composition at senior levels, where variable pay is a greater component of total reward. Equal participation in bonus and benefits underscores Darta's commitment to equitable reward practices.

Conclusion

Darta Saving Life Assurance dac remains in a strong and compliant position under the Irish Gender Pay Gap Regulations. The company's pay structures and bonus policies are equitable, with the overall mean gap reflecting organisational hierarchy rather than unequal pay practices.



Darta is committed to reducing our gender pay gap and we believe that the policies and procedures already in place support equal upskilling and career advancement opportunities for all employees.

We will continue to support employees through various initiatives and explore areas for growth and progression.



Our Initiatives



Family

Darta recognises the importance of family, wellbeing, and maintaining a work life balance. We offer a range of leave options designed to support employees through different stages of family life, including:

- Adoption leave
- Additional maternity leave
- Parents leave
- Parental leave
- Force Majeure
- Compassionate leave
- Working from home
- Flexibility with working hours

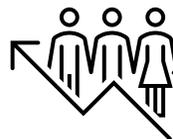
In addition, We also have a comprehensive health insurance plan in place which includes coverage for:

- Maternity care
- Fertility treatments



Inclusion

- Equal opportunity in all aspects of the hiring process and access to career development opportunities.
- Equal opportunity in accessing additional training.
- Respectful communication and zero tolerance for discrimination and harassment with policies included in our handbook to reflect our position.
- Social events – strong connections make great teams. We host a variety of social events designed to bring people



Career

- Ongoing Performance and Development assessments are carried out every month to promote open communication and set goals for career and personal developments.
- Management training provided for those stepping into senior roles, or looking to do so in the future



Wellbeing

- Providing private health insurance with a wide range of benefits: wellbeing seminars discussing financial, physical and mental health, digital gym.
- Employee Assistance program in place
- Wellness subsidy