



# Gender Pay Gap Report

## 2025

**Snapshot date:** 30 June 2025

**Reporting period:** (1 July 2024 to 30 June 2025)



At DM Financial, our success is driven by our people. Since our founding in 2007, we have prioritized attracting top talent and creating culture defined by quality, expertise and integrity.

Gender Pay Gap reporting is a key element of our commitment to fairness, transparency, and continuous improvement. We view diversity, equity and inclusion as essential to maintaining our high standards and enabling every team member to perform at their best.

**Ian Doran**  
CEO

**Doing  
More**

## About Doran Management Financial Services Limited

Doran Management Financial Services Limited, trading as DM Financial, is an independent financial services firm headquartered at 59 – 60 O’Connell Street, Limerick, Ireland V94 E95T, with additional offices in Bantry and Cork.

Founded in 2007, DM Financial provides specialist financial and regulatory reporting, restructuring, management accounting, taxation, internal audit and consulting services to investment vehicles and corporate clients across multiple jurisdictions. Our key service lines include:

**Financial Reporting**

**Regulatory Reporting**

**Restructuring and Liquidations**

**Internal Audit and ISAE**

**Taxation Compliance**

**Management Accounting and Corporate Secretarial Services**

**Consulting Services**

As of the snapshot date, 30 June 2025, DM Financial employed 104 staff members in Ireland.

This Gender Pay Gap Report is prepared in accordance with the Gender Pay Gap Information Act 2021 and covers all relevant Irish employees as defined by the legislation.

## Understanding the Gender Pay Gap

The gender pay gap is defined as the difference in the average hourly wage of men and women across a workforce. It provides an overall measure of gender representation at different levels within an organization.

It is important to distinguish between the gender pay gap and equal pay. Equal pay refers to men and women receiving the same pay for doing the same or equivalent work, whereas the gender pay gap reflects the broader distribution of men and women across all roles and levels. The figures in this report are based on statistical averages and do not adjust for differences in role, seniority, or business unit.

This report is based on a snapshot date of 30 June 2025 and includes pay and bonus data for the 12-month period up to and including this date.



## Breakdown by Pay Quartile

| Quartiles                 | Male | Female | Gap  |
|---------------------------|------|--------|------|
| Quartile 1 - Lower        | 67%  | 33%    | 34%  |
| Quartile 2 - Lower Middle | 37%  | 63%    | -26% |
| Quartile 3 - Upper Middle | 35%  | 65%    | -30% |
| Quartile 4 - Upper        | 65%  | 35%    | 30%  |

DM Financial is firmly committed to gender equality across all levels of the organization. While we maintain a gender-balanced workforce – employing 52 women and 52 men – there is currently underrepresentation of women in the upper pay quartile, where 65% of employees are male. Conversely, women are more strongly represented in the lower-middle and upper-middle quartiles (65% women), while the lower quartile comprises 67% men. This distribution reflects a higher concentration of men in senior and specialist roles, rather than disparities in pay for equivalent positions.

Women make up 45% of our Senior Management team, surpassing industry norms and underscoring our commitment to advancing female leadership. We are focused on further improving gender representation in senior roles as the firm grows.

The 0% median hourly pay gap confirms equal pay at the mid-point of the organization.

The mean bonus gap is 76.6% and the median bonus gap is 73%, again reflecting role distribution rather than pay inequality. In euro terms, average bonuses were €27,050 for men and €6,344 for women, and median bonuses were €18,500 and €5,000. Access to benefits-in-kind is equal across genders (31%).



## Our Key Metrics

| Metric                                | Men    | Women | Gap   |
|---------------------------------------|--------|-------|-------|
| Mean hourly pay                       | 33.43  | 27.62 | 17.4% |
| Median hourly pay                     | 22.22  | 22.22 | 0%    |
| Mean bonus pay*                       | 27,050 | 6,344 | 76.6% |
| Median bonus pay*                     | 18,500 | 5,000 | 73%   |
| Proportion receiving bonus            | 8%     | 10%   | -2%   |
| Proportion receiving benefits-in-kind | 31%    | 31%   | 0%    |

Headcount in scope:

A total of 104 employees were reviewed in this report comprising 52 women and 52 men.

This even distribution ensured that both gender groups met the reporting thresholds, with no exclusions or "n/a" adjustments. The data is therefore complete, balanced and representative.

## What Are We Doing to Close the Gap?

DM Financial recognizes that our gender pay gap is primarily due to the distribution of roles rather than unequal pay for equivalent work. We are committed to strengthening the pipeline of female talent into senior and specialist positions, while maintaining fair and transparent pay practices for all employees.

### Key Initiatives:

#### Leadership Development:

We invest in professional growth through internal training, executive coaching, and targeted leadership programs, with a focus on supporting women in mid-career roles

#### Flexible Working:

We offer flexible and hybrid work arrangements and support family-related leave to help employees balance professional and personal commitments

#### Fair Progression:

We continuously refine our promotion frameworks, conduct structured talent reviews, and monitor pay decisions to ensure equitable treatment across genders

#### Governance and Transparency:

Oversight of gender pay, diversity, and inclusion is led by the Senior Leadership Team and Board, with progress reviewed annually and reported both internally and externally

#### Long-Term Goals:

We track gender representation at each grade and use this data to inform recruitment, promotion, and succession planning, aiming to improve female representation at senior levels

## Our Commitment

At DM Financial, we remain committed to fostering an inclusive workplace where all employees have equal opportunities to success.

**Doing  
More**

## What the Numbers Tell Us

### Overall pay picture

- The mean hourly gender pay gap at DM Financial is 17.4%, indicating that, on average women earn 17.4% less than men across the workforce
- The median hourly pay gap is 0%, showing pay parity at the mid-point

### Bonus and benefits

- A slightly higher proportion of women (10%) than men (8%) received bonuses; however, the average bonus awarded to men was higher
- Access to benefit in kind was equal for both genders, with 31% of men and women receiving these benefits

### What is driving the gap

- The primary driver of the pay gap is the distribution of senior roles across service lines

### Other Considerations

- In a relatively small workforce, a few senior hires or exits can have a noticeable impact on year-to-year statistics
- Highly paid specialist roles, particularly in technical areas, are currently male-dominated and may influence averages

## Definitions, Glossary and Compliance

**Gender Pay Gap:** The difference in the average hourly pay of men and women across an organization. It measures representation across all roles, not equal pay for equal work. (*IBEC*)

**Equal Pay:** Men and women receiving the same pay for doing the same or equivalent work under the Employment Equality Acts 1998–2015.

**Mean Pay Gaps:** the percentage difference between men's and women's average hourly pay.

**Median Pay Gaps:** the difference between the midpoints in the pay ranges of men and women.

**Bonus Pay Gap:** The percentage difference between men's and women's average bonus payments over the 12-month reference period.

**Benefits in Kind (BIK):** Non-cash benefits such as healthcare or company vehicles that are taxable.

**Pay Quartiles:** Four equally sized groups ranked by hourly pay, showing the proportion of men and women in each quartile (lower to upper).

**Relevant Employee:** Anyone employed by Doran Management Financial Services Limited on the snapshot date — including full-time, part-time, fixed-term, and temporary employees — as defined in the Gender Pay Gap Information Act 2021.

**Methodology:** Figures are calculated in line with Irish Government regulations using payroll data from Doran Management Financial Services Limited's HR and payroll systems. Ordinary pay includes base salary, regular allowances, overtime, and paid leave but excludes redundancy payments and expenses.

**Statement of Compliance:** This report is prepared in accordance with the Gender Pay Gap Information Act 2021 and relevant guidance from the Department of Children, Equality, Disability, Integration and Youth.

**Snapshot Date:** 30 June 2025

**Reporting Period:** 1 July 2024 to 30 June 2025

**For further information or queries about this report, please contact:**  
[hrqueries@dmfinciancial.com](mailto:hrqueries@dmfinciancial.com)

**Doing  
More**