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Bright Software Group

2025 Gender Pay Gap External Report

November 2025



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1. Introduction & Approach

1.1. Introduction

Forvis Mazars were engaged by Bright Software (“Bright”) to calculate and report on its GPG as at 30th June 2025 in accordance with the Gender Pay Gap Information Act, 2021, which requires employers with 50 or more staff to report its gender pay gap data for a snapshot date in June. With 192 employees, this is Bright’s second year publishing its GPG calculations and report.

This report provides a summary of the background to GPG reporting, the reporting requirements as set out by the Act, Bright’s GPG results for 2025 and a number of recommendations for Bright to further address its GPG and further improve gender equality at all levels in the organisation.

1.2. Understanding the Pay Gap & Key Calculations

What is Gender Pay Gap Reporting?

A pay gap is the difference in average pay between two groups (e.g. men and women), regardless of job role or seniority. The Gender Pay Gap Information Act, 2021 and associated regulations requires employees to report their gender pay gap each year, and the measures that are being taken to eliminate or reduce the gap. The Gender Pay Gap Information Act was enacted in July 2021 and introduced a requirement for organisations of 250 or more employees to annually publish their gender pay data, starting from 2022. As of 2025, organisations with more than 50 employees are required to report.

How is it Different to Equal Pay?

Equal pay is concerned with any differences in pay between men and women who carry out equal work. Legislation makes it unlawful to pay one group less than another for equal work, unless there is a material reason not related to gender.

What is the Mean Pay Gap?

The mean is the statistical average of a set of data. In the context of GPG reporting, the mean GPG is the difference between women’s mean hourly pay and men’s mean hourly pay.

What is the Median Pay Gap?

The median is the middle score for a set of data that has been arranged in order of magnitude. In the context of GPG reporting, the median GPG is the difference between women’s median hourly pay (the middle-paid woman) and men’s median hourly pay (the middle-paid man).

What are 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 men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

1.2.1. Comparing Median and Mean GPG

Mean and Median GPG offer different perspectives to understand an employer’s pay practices. The median figure is often considered the more useful considering it is less swayed by extreme figures at either end of the pay spectrum. The influence of ‘extreme’ figures of those top earners on the gender pay gap is therefore very important, and a crucial reason the mean is a key figure in gender pay gap reporting. The difference between these two figures however can bring keen insights into the pay structure at an organisation.

The presence of a group of very low earners can swing the mean to below the median. Conversely, a small group of very high earners can sway the mean to greater than the median. Organisations with greater mean than median gender pay gap will therefore likely observe a statistically outsized number of men occupying top positions in the upper quartile of earners and women occupying the bottom two quartiles.



Under the Act, companies such as Bright are required to report on:

1. Hourly Pay:

the difference between the mean and median hourly pay of male and female employees.

2. Bonus Pay:

the difference between the mean and median bonus pay of male and female employees, and the percentage of male and female employees who received a bonus.

3. Part-Time Pay:

the difference between the mean and median hour pay of part-time male and female employees.

4. Temporary Contracts:

the difference between the mean and median hourly pay of male and female employees on temporary contracts.

5. Benefit in Kind:

the percentage of male and female employees who received benefits in kind.

6. Quartiles:

the percentages of male and female employees in the lower, lower middle, upper middle and upper income quartiles.

7. Context:

the reasons for any gender pay gaps.

8. Actions:

the measures (if any) that the employer is taking to eliminate or reduce the gap.



2. Bright Gender Pay Gap Figures for 2025

2.1. 2025 GPG Figures

Table 1 provides a summary of Bright's 2025 headline GPG figures in accordance with the requirements of the Gender Pay Gap (Information) Act, 2021:

All Employees	2025 Figure
Mean hourly pay gap	0.71%
Median hourly pay gap	-8.17%
Bonus Pay	
Mean bonus gap	49.77%
Median bonus gap	40.60%
Percentage of male employees who received a bonus	84.44%
Percentage of female employees who received a bonus	76.47%
Part Time Workers	
Mean hourly pay gap	40.86%
Median hourly pay gap	47.21%
Fixed-Term Workers	
Mean hourly pay gap	-4.22%
Median hourly pay gap	-2.81%
Benefit in Kind (BIK)	
Percentage of male employees who received BIK	53.33%
Percentage of female employees who received BIK	49.02%

Fig 1. Summary of Bright's 2025 GPG Figures

Quartile data

Male and female employees in Bright fall within the following pay quartiles:

	Quartile Percentages	
	% of Males	% of Females
Q4 - Upper Income Quartile	45.83%	54.17%
Q3 - Mid Upper Income Quartile	39.58%	60.42%
Q2 - Mid Lower Income Quartile	52.08%	47.92%
Q1 - Lower Income Quartile	50.00%	50.00%

Fig 2. Summary of Bright's 2025 Quartile Data



2.2. Analysis of GPG

The following insights and analysis have been extracted from Bright's 2025 Gender Pay Gap of 0.71%.

- Bright's mean GPG stands at 0.71% in 2025.
- The average female hourly rate has contributed to closing the gap between male and female hourly rates.
- The primary driver in the female hourly rate for 2025 is increased female representation in senior roles and a reduction in the overrepresentation of female employees in more junior roles. Female employees represent 53.13% of Bright's overall headcount, and the distribution of male and female employees is closely aligned to overall headcount, particularly at the upper income quartile where female employees account for 54.17% of employees in 2025, and the lower income quartile, where female employees represent 50.00% of employees.
- Whilst there is still a slight overrepresentation of female employees in the mid-upper quartile and underrepresentation in the mid-lower quartile, the progress towards alignment with overall headcount is a positive milestone in Bright's journey towards addressing GPG within the Company.
- Bright's bonus gap stands at 49.77%. Whilst the distribution of male and female employees in Bright has progressed towards parity with overall headcount (46.88% male employees, 53.12% female employees), female employees account for 29% of the top bonus payments within the Company.
- Whilst it is a long-term goal of Bright to achieve greater parity between men and women in terms of bonus pay which Bright management are committed to delivering on, the Company already has a transparent, objective-based bonus scheme in place to ensure bonus payments are determined based on clear, achievable criteria which are clearly communicated to all employees.
- The average fixed-term GPG within Bright stands at -4.22%. Female employees represent 83% of employees on fixed-term contracts within Bright. Whilst there is a marginal pay gap in favour of female employees amongst this cohort, Bright management are aware of the role fixed-term and part-time working arrangements have in male and female career cycles and is committed to ensuring a greater uptake of fixed-term contracts by male employees as a long-term goal.
- The part-time mean and median GPG stand at 40.86% and 47.21% respectively. The proportion of employees working part-time in Bright remains a small proportion of overall headcount and given the variety of job grades within this cohort of employees, is subject to fluctuation. Some male employees in management roles within Bright are on part-time working arrangements, whilst all female part-time employees are at more junior grades creating a gap in the hourly rates between men and women. Having senior male employees in the Company taking up part-time working arrangements plays an important role in championing the uptake of part-time and flexible working arrangements, helping to bridge differences in male and female career cycles.



3. How Bright is Addressing its Gap

Addressing the GPG is a long-term process and cannot be changed overnight. Bright has undertaken significant work already to address its gap to date. Below are some of initiatives and actions Bright has undertaken to address its gap.

3.1. Inclusive Recruitment Practices

Bright is committed to attracting and recruiting talent from a diverse background and have institute inclusive recruitment practices such as psychometric testing to ensure the recruitment process is free from unconscious bias. Bright seek to only select those suitable for employment only on the bases of merit and will not discriminate against any group or individual on any unjustifiable basis.

It was also noted that the Bright leaders underwent inclusive leadership training with the Irish Centre of Diversity in September 2023, supporting the inclusive practices already in place at Bright.

3.2. External Accreditation

A further route which Bright has pursued to promote and develop EDI within the organisation is the Irish Centre for Diversity's Investors in Diversity Accreditation, a three-tier accreditation for both internal and external EDI activities and initiatives. Bright has achieved the Silver accreditation in recognition of the positive work undertaken by the organisation to date, with the following areas highlighted as strengths by the ICD:

- Accessible and inclusive policies covering equality, diversity and anti-harassment, with stand out polices on anti-bullying, menopause and fertility leave, demonstrating a progressive commitment to a fair and supportive workplace.
- Bright's policies are embedded by sharing key updates in team meetings, communicating changes via email, obtaining employee acknowledgment, discussing updates face to face, and reviewing employees understanding of polices during appraisal.
- Leaders have attended EDI training delivered by the ICD;
- Bright has a good understanding of EDI with a good foundation of policies in place on which to build

3.3. Policies & Practices

Bright has a range of protected leave policies that go beyond the requirements set out in employment legislation. Maternity & adoptive is fully topped up for 12 weeks, meaning that employees have fewer financial stresses when starting a family. Paternity leave is also topped up to 100%, encouraging a more equitable distribution of parental responsibilities. Additionally, Bright's hybrid and flexible working policy supports employees that have caring and family responsibilities outside of work. This is particularly relevant to working mothers, as the Women at Work 2023 report found that 20% of women say that flexibility has helped them stay at their organisation or avoid reducing their hours*.

In addition, the organisation has also implemented several important EDI-related policies such as fertility treatment leave and a menopause policy. These additional policies would be considered best in practice and demonstrate the organisation's commitment to ensuring the wellbeing and health of their employees and creating an inclusive culture where staff feel supported and encouraged.

* Women in Work, McKinsey, 2023, p. 11

