Gender Pay Gap Report 2026

Our Commitment

At Davy, we strive to build a high-performing and inclusive organisation where all our people can succeed, while delivering exceptional outcomes for our clients.

Our 2026 Gender Pay Gap Report marks the fifth year of reporting and represents our commitment to transparency and accountability to create equal opportunities, while supporting talent to thrive at every level of the organisation. Achieving gender balance across Davy, particularly at senior client-facing levels, is a long-term priority which requires sustained focus and action. Our report reflects areas of progress but also underscores the complexity of the challenge and our focus to accelerate change.



We remain committed to closing the Gender Pay Gap through targeted actions that address underlying drivers and deliver sustainable change. Through leadership development, succession planning, inclusive recruitment and pay equity, alongside targeted investment to attract, develop, progress and retain female talent, we are focused on increasing representation in senior client-facing roles and addressing the structural drivers of the gap.

As we look ahead, we will continue to take focused action to advance gender balance, broaden equitable opportunity and foster an inclusive culture for all.

Orla Graham
Chief People Officer

What is the Gender Pay Gap?

The gender pay gap is the difference in the average hourly wage across a workforce. It compares the pay of all working men and women - not just those in similar jobs, with similar working pattern or with similar competencies, qualifications or experience.

The Equality Act 2010 gives both women and men the right to equal pay for equal work, with women and men being legally entitled to be paid at the same rate for like work, work rated as equivalent, and work of equal value. Davy is compliant with this Act.

Why Report on the Pay Gap?

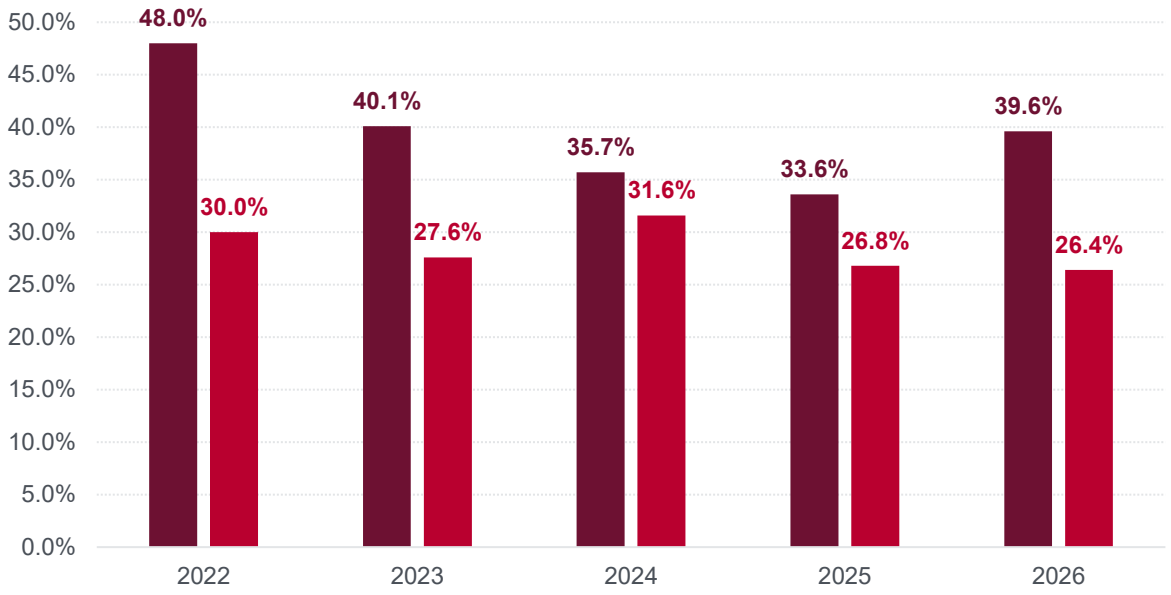
We have been reporting on our gender pay gap, our commitments and related action plan, since 2022. We continue to see the positive impact of being transparent about our data and the actions we are taking to foster an inclusive, equitable and gender balanced organisation.

Key Definitions

Mean Pay Gap:
The mean gender pay gap is the difference between the average hourly earnings of men and the average hourly earnings of women.

Median Pay Gap:
The median gender pay gap is based on arranging all the pay amounts in numerical order and selecting the middle amounts.

Year-on-year Comparison, 2022-2026



Gender Pay Gap 2026

The financial services industry continues to face a long-standing challenge in achieving gender balance, particularly across senior leadership and higher-remunerated roles. This representation gap remains a significant contributor to the industry's gender pay gap. Davy mirrors this broader industry legacy dynamic. We are committed to developing the pipeline of female talent, creating clearer pathways to senior, client-facing and revenue-generating roles, and increasing representation over time.

846
Total Headcount
(Excludes Davy UK London and Belfast)

44.8%
Female Workforce

39.6%
Mean Pay Gap

26.4%
Median Pay Gap

What does the data tell us?

Davy remains steadfast and committed to reducing our gender pay gap over the long term. Our 2026 data show an increase in our mean gender pay gap, from 33.6% in 2025 to 39.6% in 2026. This movement does not reflect differences in pay for men and women performing equivalent work, it reflects the concentration of male employees within senior highly-remunerated and revenue-generating roles.

Included in this year's gender pay gap data is the vested award under the Special Incentive and Retention Plan, which formed part of the arrangements relating to the sale and acquisition of Davy by Bank of Ireland in 2022.

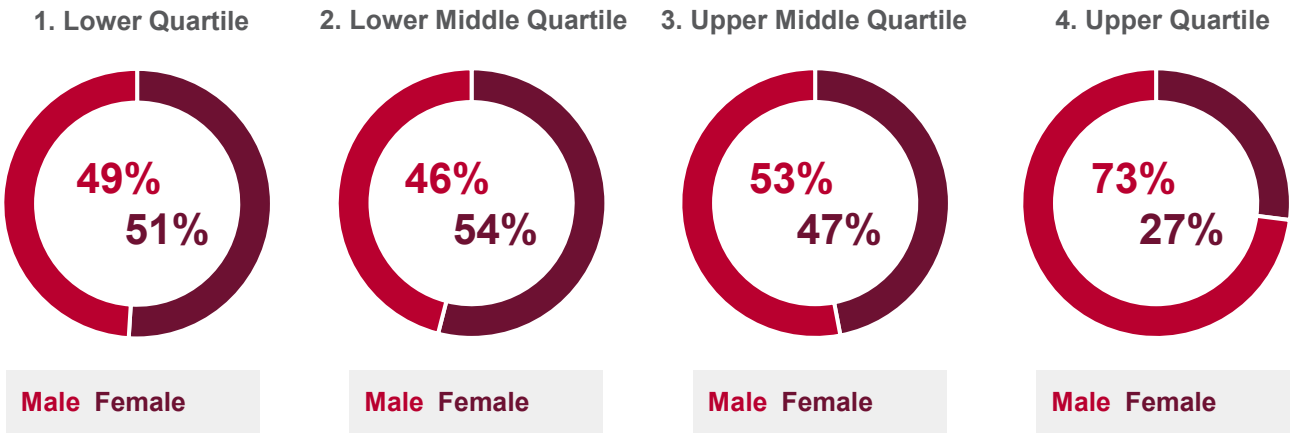
Participation in the scheme was concentrated among senior executives and employees in senior client-facing roles. As a higher proportion of these roles were held by men at the time of the acquisition, the vesting of the awards in 2026 has increased our reported gender pay gap. This had a particularly significant impact on mean remuneration given the value of the awards and their concentration among male employees.

Importantly, the vesting was a one-off event in 2026. Excluding its impact, our underlying mean gender pay gap remains 33.6%, unchanged from 2025.

While this explains the increase in our reported figures this year, we recognise that our underlying gender pay gap remains significant. Our longer-term focus continues to be on addressing the structural factors that contribute to this gap, particularly the representation of women at senior levels. Increasing the number of women in senior roles has been, and continues to be, a key priority for the organisation.

Pay Quartiles

The charts below show the gender representation in each of our pay quartiles. Through our analysis of the pay quartiles, we see that there are more women in quartiles 1 and 2, with a higher proportion of men in quartiles 3 and 4 where there are more senior, client-facing and higher-paid roles. The representation variation in the quartiles explains the gender pay gap overall.



Addressing our Gender Pay Gap

Our Focus

We recognise that achieving sustainable improvement in our gender pay gap requires continued focus on female representation at senior levels and within senior client-facing roles. Our approach is therefore centred on attracting, developing, progressing and retaining female talent, supported by targeted recruitment, leadership development, succession planning and a continued focus on creating equitable access to career opportunities.



Advancing Gender Balance in Leadership

Increasing female representation in leadership and client-facing roles remains a priority. We are taking targeted actions to strengthen the pipeline of female talent with clearer pathways to senior roles through targeted talent attraction, leadership development, succession planning and retention underpinned by measurable representation and progression outcomes.



Building and Progressing our Female Talent Pipeline

We continue to invest in female talent through a range of well-established initiatives designed to build leadership capability, support career progression, retention and strengthen talent pipeline. Our *EmpowHER*, *ElevatHER*, *People Leader Development* and *Becoming* programmes support and develop our female talent across career and life stages. Together, these initiatives develop the pipeline of female talent and representation at senior levels over time.



Inclusive Hiring

Our Wealth & Insurance growth strategy and planned recruitment of advisers creates strategic pathways to advance gender balance within client-facing teams. We will continue to focus on attracting and increasing female representation through our recruitment activity, while ensuring all appointments are based on merit and capability. We will also consider gender-balanced shortlists for senior client-facing roles, supporting greater female representation across leadership.



Strengthening Supportive Networks

To foster inclusivity across Davy, we are evolving our Diversity, Equity & Inclusion strategy and Employee Resource Group (ERG) framework, with a dedicated focus on gender balance. Our gender-focussed ERG will broaden access to development, leadership and professional networks, while enhancing career connections and support our ongoing efforts to attract, develop and retain female talent.

Looking Ahead

Creating a more gender-balanced workforce remains a strategic priority for Davy. We will continue to build on the progress made while maintaining a sustained focus on the areas that will have the greatest long-term impact: increasing female representation at senior levels and in client-facing roles, strengthening our pipeline of future female leaders and broadening access to career and progression opportunities. We will continue to measure progress and use our workforce data to inform where further action is required, with the aim of achieving meaningful and sustainable improvement in gender representation and, over time, our gender pay gap.

Supplementary disclosures

Part-time employees

	Difference between part-time male and female employees			
	Mean		Median	
Year	2026	2025	2026	2025
Hourly pay	65.6%	15%	47.0%	34%

Temporary employees

	Difference between temporary male and female employees			
	Mean		Median	
Year	2026	2025	2026	2025
Hourly pay	26.1%	29%	-36.4%	-1%

Bonus remuneration

	Difference between bonus remuneration of male and female employees			
	Mean		Median	
Year	2026	2025	2026	2025
Bonus pay	59.5%	54%	29.2%	39%

	% of employees who received bonus remuneration			
	Male		Female	
Year	2026	2025	2026	2025
% of employees	98.9%	93%	98.7%	92%

Benefit in kind

	% of employees who received benefit in kind			
	Male		Female	
Year	2026	2025	2026	2025
% of employees	38.8%	46.6%	49.1%	53%

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