



OASIS Document and Data Management (ODDM) Gender Pay Gap Report 2025

Our people are at the heart of what we do. Our commitment to improving the working lives of our team members, growing our business through enhancing our client experience and providing innovative solutions through a diverse workforce is key to our success.

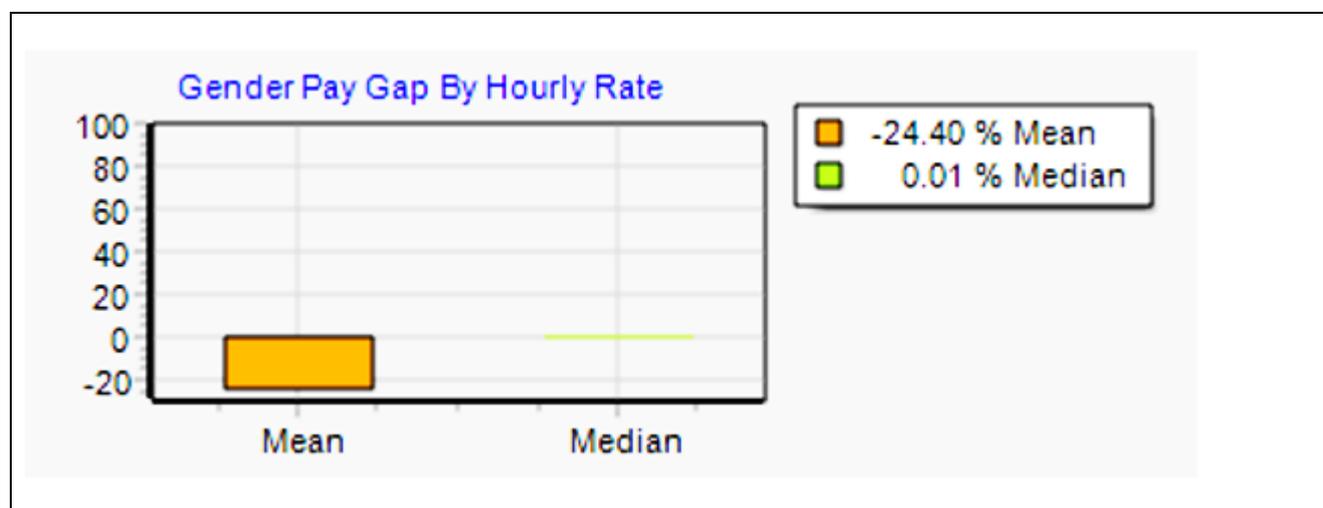
Creating a Great and Inclusive Place to Work

Our success as a business is driven by our determination to create an OASIS community within which our people feel heard and valued. That the contribution of each team member is seen and that they are part of a winning team. We endeavour to reflect our local and global communities, to understand how we can promote opportunities better to encourage gender diversity across both operational and professional roles. Research shows that gender diverse companies outperform the least diverse by 39%*.

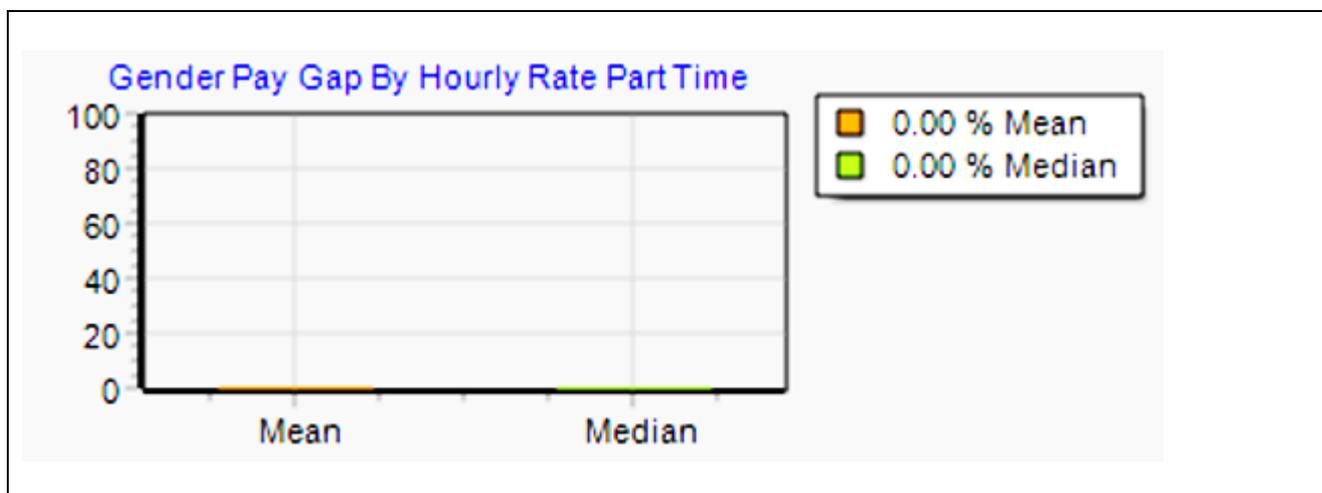
What the Gender Pay Gap Report tells you about OASIS Document and Data Management (ODDM)

Mean and median hourly remuneration:

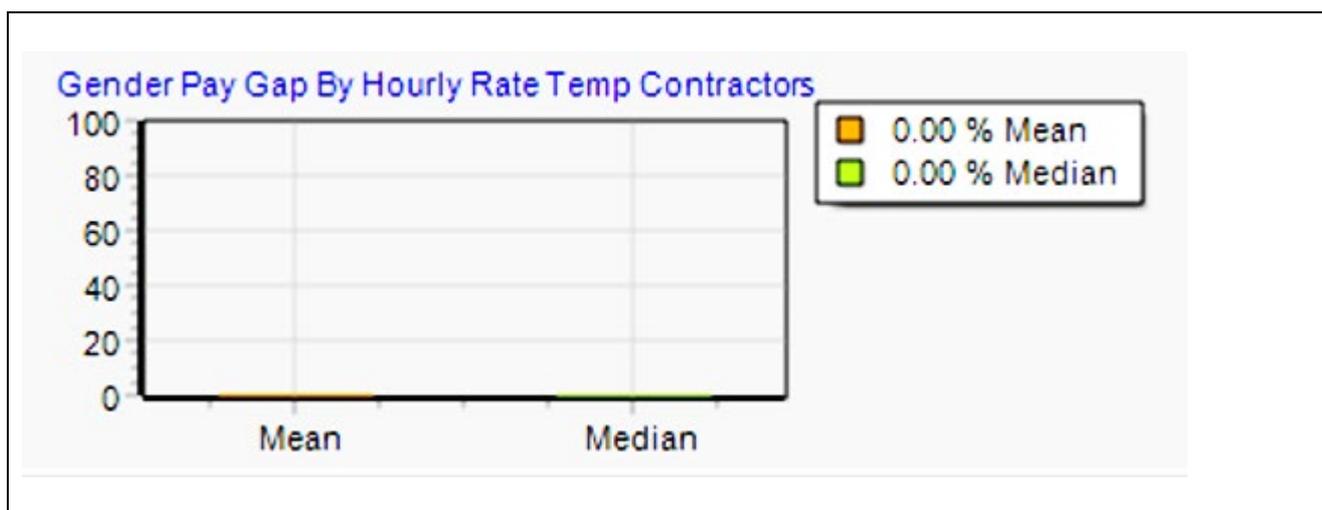
The percentage difference in mean and median hourly pay for male and female employees, including part-time and temporary workers.



The illustration above shows that, on average, females earn 24.4% more per hour than males. This difference is primarily due to a higher proportion of females occupying non-operational roles (Finance, Sales, Scanning), while males are more frequently found in operational positions such as warehouse and driving roles. At the median, however, pay is almost equal between genders.



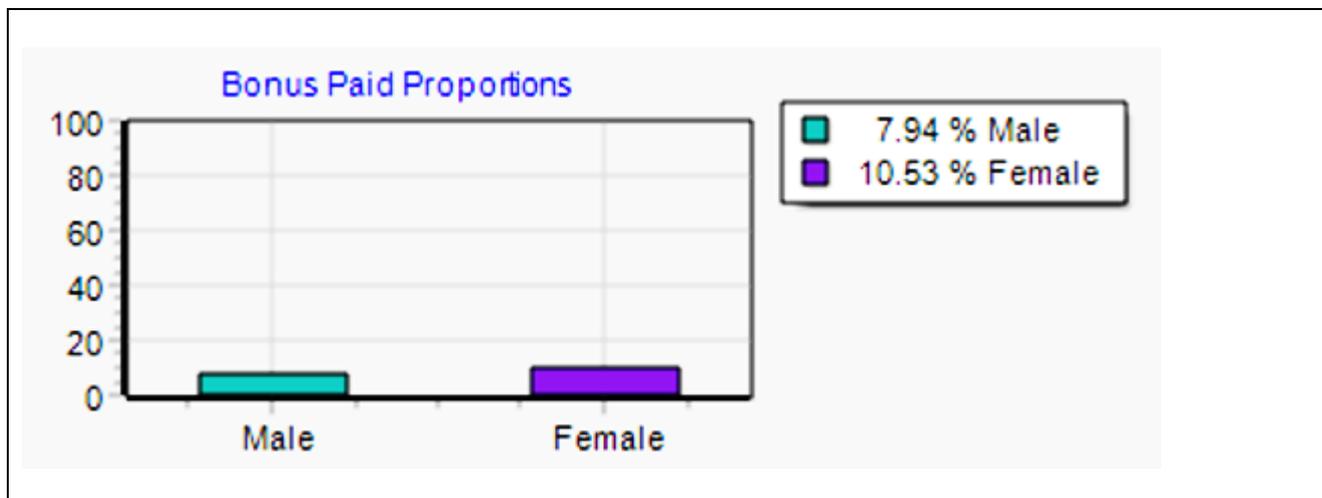
This illustration above indicates on average, part-time male and female earn exactly the same hourly rate. At the midpoint of pay distribution, there is no difference between genders.



This illustration above indicates on average, temporary contractors earn exactly the same hourly rate. At the midpoint of pay distribution, there is no difference between genders.

Mean and median bonus remuneration:

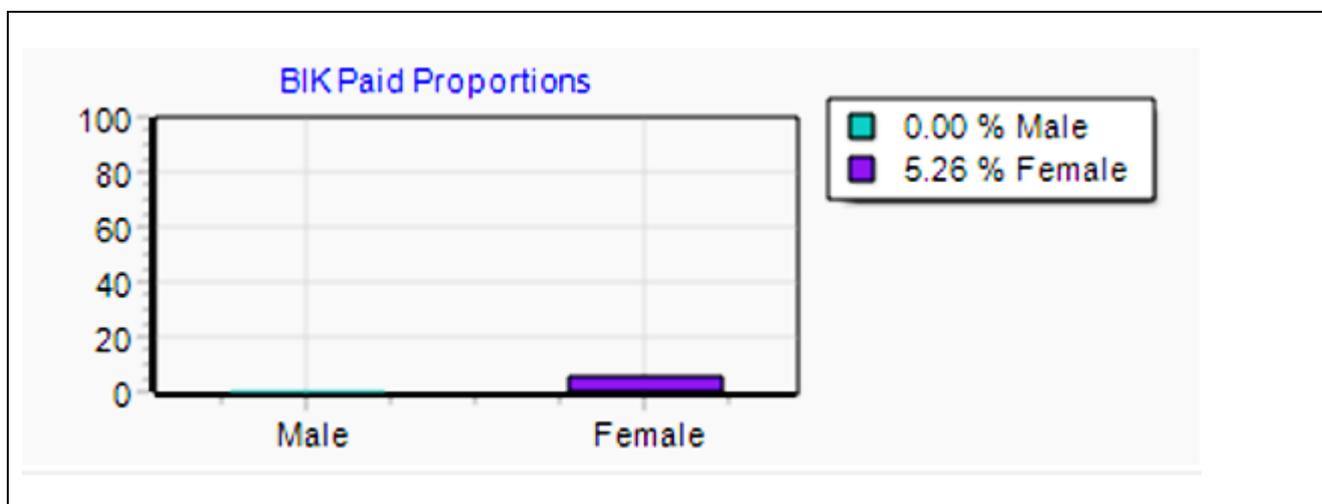
The percentage difference in the number of male and female employees who received any bonus payments.



This illustration above identifies a difference of 2.59% between male and female being paid a bonus within OASIS (ODDM). This is attributable to more females in corporate functions who are eligible to receive a bonus.

Benefits in kind:

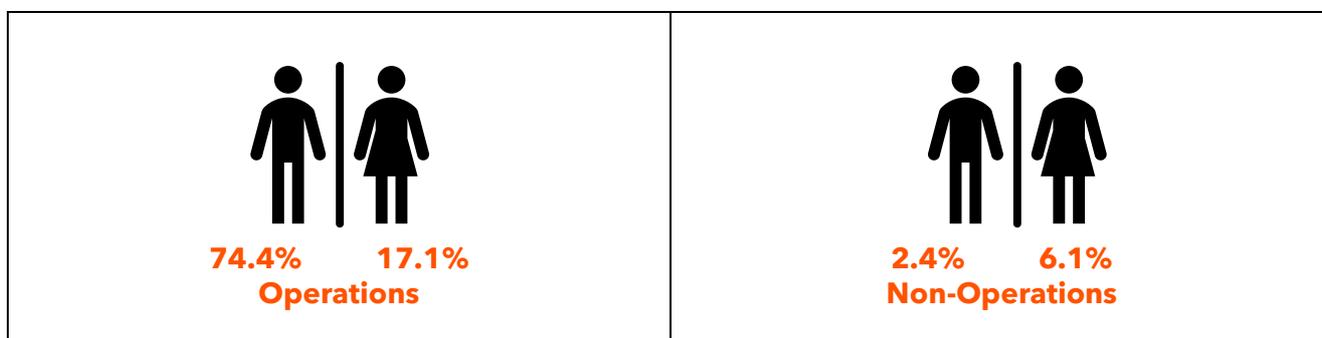
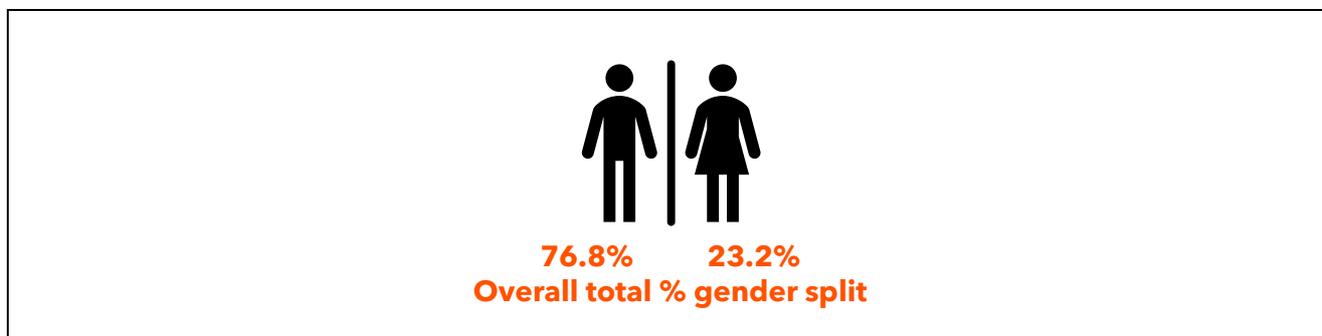
The percentage difference in the number of male and female employees who received benefits in kind.



This illustration above identifies 5.26% of females being paid BIK. This is attributable to 1 team member receiving a car allowance.



Gender % split



What our gap tells us

- On average, females earn 24.4% more than males per hour.
- A difference of 2.59% between male and female being paid a bonus.
- On average, part-time male and female earn exactly the same hourly rate. At the midpoint of pay distribution, there is no difference between genders.
- On average, temporary contractors earn exactly the same hourly rate. At the midpoint of pay distribution, there is no difference between genders.

Understanding why there is a gap

- This pay gap is primarily due to a higher proportion of females occupying non-operational roles, while males are more frequently found in operational positions such as warehouse and driving roles.

Closing the Gap

Our ambition is to increase our nationality and gender mix at all levels including leadership level. We plan to set further foundations for diversity, learning and development, delivering current and new initiatives to improve how we attract, develop, and retain both men and women.



Providing a more inclusive career

A diverse workforce that enjoys working at OASIS is essential in making this happen. We want to attract, develop, and retain the best diverse talent, by providing an inclusive culture that celebrates and values differences. Our goal with the initiatives and resources is to embed a culture and working environment that enables all our people to achieve success. By targeting greater diversity and gender parity in with our business plans and initiatives, we'll continue to implement talent development and engagement best practice to demonstrate we are an inclusive employer of choice.

Flexible working environment

In ROI we provide for a range of flexible working arrangements that aim not only to comply with our legal obligations, but also to meet the aspirations of our workforce in respect of their working patterns. In addition, we offer enhanced maternity, adoption, paternity and shared parental leave policies that support balancing the demands of parenting between both parents.

Leadership role models and an inclusive culture

We know that women can achieve their career goals in OASIS, as within our support functions where the female representation is strong at all levels across the business, however the representation does still reduce with seniority.

Increasing female representation at management and leadership levels

Within the last year we have promoted a number of women into more senior roles. We will continue with this work as part of our talent management processes.

Breaking down barriers

To help us attract a diverse workforce, we will better understand the barriers our people may face and support our drive to implement progressive, positive action that can bring meaningful and sustainable change. Our company strategies and values will continue to guide us in shaping cultural and career initiatives that can help further enhance the diversity of our business.

Inclusive culture

We will continue to strengthen our workplace environment to support all stages of a well-balanced career lifecycle, encompassing flexible and modern family living, career growth and succession planning.

Talent attraction

We will continue to have unbiased and positive recruitment diversity and engagement regardless of background, level, and position.



Talent development

We will continue to evaluate and enhance career development resources and support, to help our people make positive and fulfilling choices that lead to long-term success.

Job Pay Grade

The gender pay gap does not measure equal pay, it is the difference in the average pay and bonuses of all men and all women across our organisation. Introducing a clear and fair process for how salaries are set because we closely monitor and review all recruitment and pay decisions we make against key policies.

In Ireland, gender pay gap reporting is now mandatory for companies with 50 or more employees, OASIS Document and Data Management (ODDM) employs approximately 82 people.