CSC

Ireland Gender Pay Gap Report 2026



Meaningful Progress



As CSC continues to grow and evolve in Ireland, our people remain at the heart of everything we do. We're committed to creating an environment where our colleagues, partners, clients, and communities are better off tomorrow than they are today.

Now in our second year of gender pay gap reporting, we're pleased to share the meaningful progress we've made over the past 12 months. Improvements in pay parity, increased representation of women in leadership, and greater equity in bonus payments reflect our continued commitment to building a more inclusive and equitable workplace. While our initial report identified relatively small gaps, the progress made in just one year demonstrates the positive impact of our ongoing efforts.

As a global company with more than 8,500 people, CSC is committed to fostering diversity, equity, and inclusion and building a culture of allyship and belonging throughout our organisation. We recognise that meaningful change requires sustained focus and action. The progress highlighted in this report reinforces our commitment to maintaining this forward momentum, further reducing gender pay gaps, and strengthening gender representation across our leadership pipeline.

Jackie Smetana,
Chief People, Culture, and Operations Officer



Introduction

As part of our ongoing commitment to transparency, equity, and inclusion, we're pleased to present the second Gender Pay Gap Report for CSC in Ireland. The report is published in accordance with the Gender Pay Gap Information Act 2021, which from 2025, requires organisations with 50 or more employees in Ireland to report on their gender pay gap in Ireland.

CSC remains committed to fostering an inclusive workplace and advancing gender equity through talent development, fair and consistent compensation practices, and increased representation across all levels of the organisation. We've established a Global Career Framework for all colleagues, which is a consistent and scalable foundation that underpins our talent practices, from hiring and development to promotion and rewards. It enables us to align across regions and functions, ensuring opportunity for all employees, wherever they are in the world.

It allows us to create consistency and clarity in career progression and supports our commitment to equity and inclusion at every level. By embedding these key principles into the very structure of how careers are defined and managed, we aim to ensure that everyone has equal opportunity to grow, thrive, and be recognised for their contributions.

While this report fulfils our obligations under Ireland's gender pay gap reporting requirements, it also represents a broader commitment to transparency, accountability and ongoing progress.

We recognise that gender pay gaps are influenced by a range of factors. That's why we're focused not just on reporting the data, but on understanding the story behind it and acting where it matters most. What follows is a breakdown of the mean and median hourly pay gaps, bonus gaps, and the distribution of male and female employees across pay quartiles, as well as details on bonuses and benefits received. While the gender pay gap highlights the difference in average earnings between men and women across the organisation, it's important to note that this is not the same as pay equity, which refers to ensuring that individuals are paid fairly for the same or similar work, regardless of gender.

For the purpose of this report and in line with the legislation, the data presented is based on a 12-month lookback from our chosen snapshot date of 30 June 2026.

Metrics and Understanding the Results

The data below is based on 260 employees as of 30 June 2026, comprising 137 women and 123 men. Of the total workforce, 10 employees were temporary and 13 were part time.



Pay gap

The percentage difference in average hourly pay between male and female employees.

	Mean	Median
All employees	**Women are 0.03% higher**	**Women are 0.1% higher**
Temporary employees	**Women are 3.62% higher**	**Men and women have the same median pay**
Part-time employees	**Women are 0.69% higher**	**Men and women have the same median pay**

The overall mean results are slightly favourable for women in comparison to men. The median figures show a more representative picture of how balanced compensation is across both genders.

Temporary roles account for less than 4% of the reported workforce. The data suggests that pay for temporary roles is slightly higher for women when looking at the mean and consistent across genders when focusing on the median calculations.

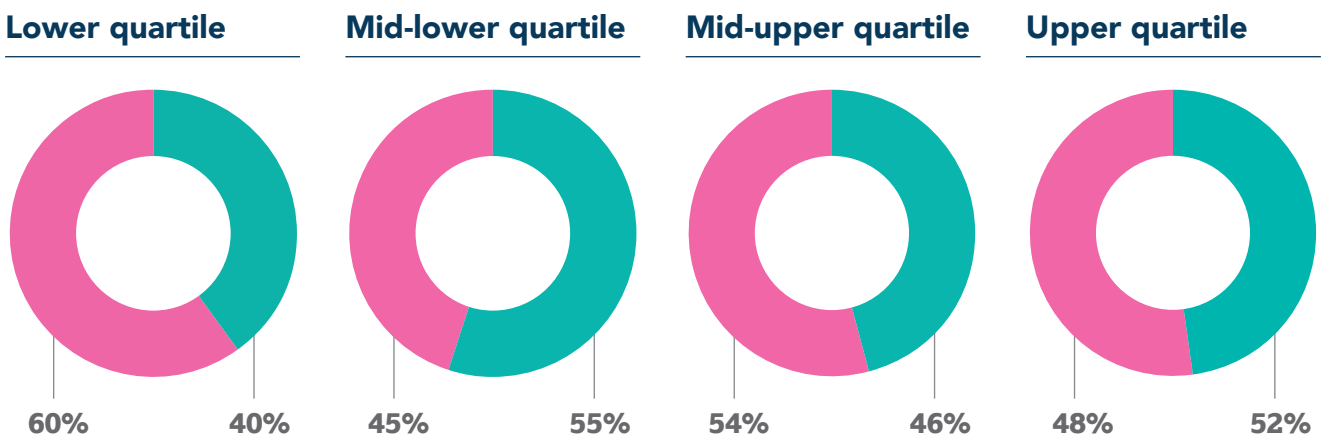
Part-time roles account for 5% of the reported workforce and show a balance across men and women. We see that the overall mean results are favourable to women with the median calculations being equal.

Pay quartiles

The distribution of male and female employees across four equal pay quartiles, from lowest to highest.



The data shows that distribution of women and men is nearly equal across the four quartiles, especially the upper quartile. The most notable difference is in the lower quartile, where we have a slightly higher representation of women than men.



Bonus recipients

The percentage of male and female employees who received bonus pay during the reporting period.

Bonus payments at CSC are discretionary and based on individual, business unit, and companywide performance. Although both men and women are equally eligible to participate in the company bonus scheme, certain qualifying criteria must be met which has influenced the overall results, such as hire date, temporary vs. permanent hires, performance rating, and other eligible compensation, such as commission.

All employees	
Female	Male
81.02%	**75.61%**

Bonus gap

The percentage difference in average bonus pay received by men and women.

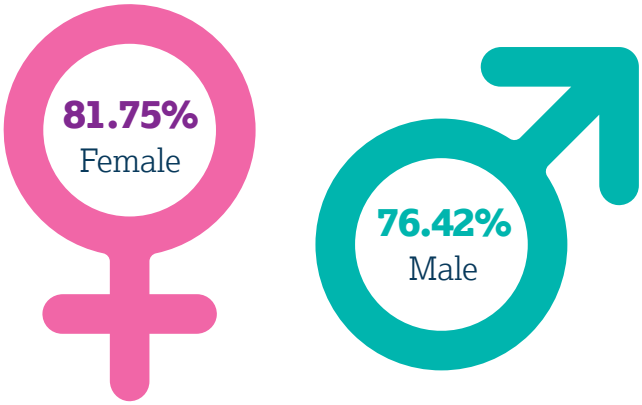
The median bonus pay gap currently favours women, with the data indicating that women received on average a higher bonus than men whereas the mean is slightly lower for women.

All employees	
Mean	Median
Women are 0.07% lower	**Women are 2.29% higher**

Benefit-in-kind recipients

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

Men and women are equally entitled to enrol in benefits-in-kind benefits at CSC which include our opt-in medical and dental schemes. The data shows that a high percentage of both genders within our organisation have chosen to sign up for these benefits.



Addressing the gender pay gap

Addressing the gender pay gap is a long-term process and requires deliberate and sustainable actions.

We're encouraged by the positive progress made over the past year, reflecting our commitment to fostering an inclusive and equitable workplace. At the same time, we recognise this is just the beginning. We're committed to building on this strong foundation through targeted action that drives meaningful and sustainable progress. This report is not only a reflection of where we stand today but a clear statement of our ambition for where we want to go.

Empowering careers and rewarding contribution

CSC is committed to creating an environment where every employee can grow, develop, and succeed and where individual contributions are recognised and rewarded fairly.

- We're committed to strengthening diversity at all levels by investing in professional and career development. Through education and learning and development initiatives, we provide employees with opportunities to build their capabilities and progress in their careers.
- Our rewards approach is grounded in performance and contribution. We strive to recognise employees fairly and consistently based on the value and impact of their work.
- We celebrate long-term commitment through our service award programme, recognising all employees equally as they reach key milestones in their careers.
- This year, we promoted 15% of our Ireland-based workforce, with women accounting for 59% of those promotions. This reflects our continued focus on supporting career growth and advancement opportunities across the organisation.

We remain committed to fostering an inclusive workplace through transparent and equitable talent practices, regular reviews of our promotion and performance processes, and ongoing benchmarking against industry standards.

By continuing to invest in our people and supporting career development opportunities, we aim to create an environment where all employees can thrive and reach their full potential.

Supporting our people

We recognise that supporting our employees with balancing work and personal responsibilities is essential to creating a fair and inclusive workplace for everyone.

- We provide enhanced fully paid maternity and adoption leave along with fully paid paternity leave.
- We keep employees informed of their entitlements and communicate any changes as they arise.
- Our hybrid work model offers employees weekly flexibility while supporting team collaboration and connection.
- We welcome and consider requests for part-time or adjusted working hours. We understand that flexibility is especially important for those with caregiving responsibilities or changing personal circumstances, and we're committed to finding workable solutions that can suit everyone wherever possible.
- We enhanced our employee assistance programme by introducing a globally aligned provider, ensuring employees and their household members have access to consistent, confidential well-being support.

We're committed to fostering an inclusive workplace by regularly reviewing our parental and flexible working policies. This ensures we continue to support the evolving needs of employees and their families, regardless of gender, while enabling the company to achieve its strategic goals.

Diversified talent

One of our guiding principles is to continually expand diversity throughout the recruitment pipeline while strengthening the attraction, selection, and retention of diverse colleagues.

- Our leaders follow a standardised, structured interview process with clear guidelines to ensure consistency and fairness during the recruitment process.
- Both our Talent Acquisition Team and leaders regularly complete unbiased interviewing and general bias training to support objective decision-making.
- We no longer ask for salary history information to guide job offers. Our offers are based solely on experience and align with our Global Career Framework.
- We partner with our Diversity and Belonging (D&B) and Marketing teams to use gender-neutral, inclusive language in external communications and on job platforms such as LinkedIn and Indeed. We also work only with recruitment agencies that follow our D&B guiding principles.

We remain committed to regularly reviewing our recruitment process and practices to ensure they're inclusive, equitable, and free from bias. We'll continue to review and benchmark our Global Career Framework against local market data to ensure compensation practices remain fair, consistent, and gender neutral. In addition, we'll continue to share gender representation metrics with senior leaders, helping to maintain accountability and ensure gender equality remains a strategic priority across all service lines.

CSC Gives Back

Through the CSC Gives Back programme, we coordinate volunteer opportunities and strengthen our philanthropic efforts—both central to our culture and our commitment to diversity and belonging.

- CSC Gives Back enables colleagues to support local and global communities.
- Each year, CSC also matches colleagues' charitable donations.
- Our Ireland offices have a dedicated Diversity and Belonging Committee that leads initiatives promoting gender equality and celebrating different cultures and ethnicities. For International Women's Day, the committee interviewed women and men in leadership across our Ireland offices about the people who inspire them, the importance of the day, what "embrace equity" means, how men can support gender equality, and the advice they would give their younger selves. These stories amplify diverse voices and perspectives across the organisation.
- Our Ireland team regularly partners with WorkEqual, a registered charity that helps women return to the workforce. Senior leaders support the initiative by volunteering as mentors and helping participants prepare for interviews and re-enter professional life.

At CSC, everyone shares responsibility for building a culture of belonging. We encourage colleagues to support CSC Gives Back and volunteer for causes that matter to them. We'll continue partnering with WorkEqual and pursuing other local and global initiatives that advance gender equity.

Our second Gender Pay Gap Report reflects our commitment to transparency and to creating a workplace where everyone can thrive. By sharing both our progress and opportunities to improve, we seek to drive meaningful change through sustained action and continuous improvement.



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