Java Republic Ltd
Gender Pay Report 2025

At Java Republic Ltd., we are committed to transparency and equality in the workplace. In line with Irish gender pay gap reporting requirements, we publish information on the difference in average earnings between men and women across our organisation.

The gender pay gap represents the difference in average earnings between male and female employees, expressed as a percentage of men's average earnings. A positive figure indicates that men earn more on average than women.

As of June 2025, Java Republic Ltd. employs approximately 53 employees in Ireland. The workforce composition is 58.5% male and 41.5% female. The company's gender pay gap is 17.4%.

Hourly Pay

Our mean gender pay gap is 17.4%, and the median gender pay gap is 10.6%.
There is no gender pay gap for part-time employees or temporary contractors.

Bonus Pay

The mean bonus pay gap is 68.5%, and the median bonus pay gap is 85.6%. This reflects differences in the value of bonuses paid, rather than the likelihood of receiving a bonus.

A higher proportion of women (36.4%) received a bonus compared with men (22.6%).

Benefits-in-Kind

Benefits-in-kind were received by 22.6% of male employees and 13.6% of female employees. These benefits are associated with specific roles within the organisation.

Pay Quartiles

The gender distribution across pay quartiles is as follows:

- Lower quartile: 60.0% female / 40.0% male
- Lower middle quartile: 50.0% female / 50.0% male
- Upper middle quartile: 41.2% female / 58.8% male
- Upper quartile: 21.4% female / 78.6% male

Our Commitment

We recognise that our gender pay gap is influenced by the distribution of men and women across roles and levels of seniority within the organisation. We remain committed to fostering an inclusive workplace and to supporting fair access to opportunities for all employees.