



Ireland 2021/22 Binary Gender Pay Gap Report

Google's mission is to organise the world's information and make it universally accessible and useful. Over 5,500 people are employed at Google in Ireland today, and while we are all from different backgrounds with diverse talents, we all share this same mission.

We know we will achieve our mission if our workforce is as diverse as the world around us. We have long been focused on improving diversity and representation in Google both at a global and Ireland level. One of our key focus areas is on increasing the number of women in technical and leadership roles, as well as increasing the representation of all underrepresented groups. From experience, we know that this takes time, but we've made significant strides because of our clear focus.

About the Ireland Binary Gender Pay Gap Report 2022

For the first time in Ireland, employers with 250 or more employees are legally required to publish and report specific figures about their binary gender pay gap. We welcome this important legislation and the inclusion of an annual gender pay gap report alongside Google's extensive internal pay equity review process.

- The binary gender pay gap is calculated in two ways: using the mean and median.
 - The **mean** gender pay gap calculation shows the difference between the average hourly rates of pay that men and women receive.
 - The **median** gender pay gap requires us to assemble pay for all men from lowest to highest and do the same for women - we then use the median pay of men as the baseline and compare the midpoint pay for women against this.
- A binary gender pay gap analysis does not account for differences in roles nor how the compensation for roles may vary across salary, bonus and equity.
- We also recognise that by focusing exclusively on employees that identify as men or women, the binary gender pay gap report is unable to include all of our employees at Google.

Google's approach to ensuring equitable and fair compensation

Fairness is critical to everything we do at Google, and that extends to our people. Googlers' experiences – of things like compensation, performance ratings, and promotion – should be based on what they do, not who they are. When we calculate employee pay, we consider variables such as the market rate for their job, their level within the company, their location, and their performance rating.

While our systems are designed to be fair, we add an extra layer of scrutiny to ensure we're being fully equitable. We search for any unexplained discrepancies by gender and if we find any, we make upward pay adjustments before employees' compensation goes into effect. This helps us to prevent pay disparity, remove bias from our rewards system, and make sure that remuneration packages accurately reflect the individual efforts of those working with us. Ensuring fairness is a never-ending process, and our pay equity analysis is just one part of a larger effort to improve our diversity and inclusion at Google.



A note about Google in Ireland

The Google Ireland employee population sits across two legal entities: Google Ireland Limited (**GIL**) and Google Cloud EMEA Limited (**GCEMEA**). Both employing entities employ more than the 250 threshold and have an obligation to calculate and publish their gender pay gap; however, it is worth noting GIL employs the vast majority of employees in Ireland. We have elected to produce one report for the Google Ireland site, reporting the figures for both Google legal entities.

In 2021, in response to the growing needs of our Cloud sales business in EMEA, Google formed a dedicated legal entity: Google Cloud EMEA Limited (**GCEMEA**). The GCEMEA entity is located in Ireland and provides services to and contracts with customers throughout the region. Relevant Google Ireland Cloud Googlers who perform sales, marketing, customer and business support related functions migrated with the creation of the entity. At the time of this report's snapshot, GCEMEA represented a small, but growing part of Google Ireland's overall operations.

What are our binary gender pay gap figures for 2022?

Our figures as at 30 June 2022 are below:

Google Ireland Limited

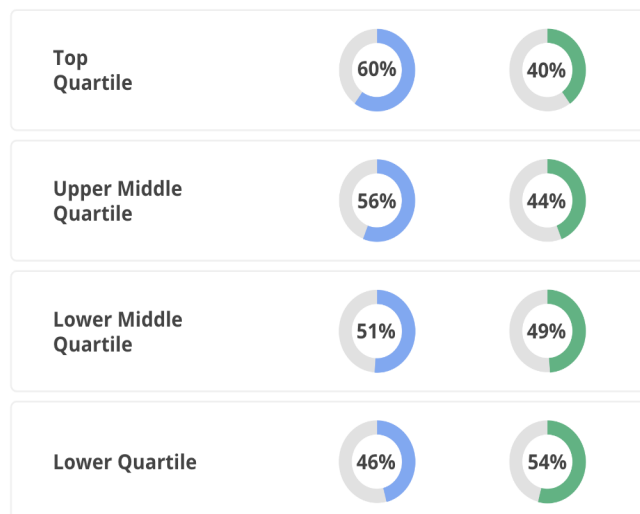
Hourly Pay Gap

	All Staff	Part Time	Fixed Term (Temporary)
Mean	5%	-10%	3%
Median	8%	-9%	-4%

Pay Quartile

Men 

Women 





Bonus Gap

Men

Women

Mean	14%	Percent receiving a bonus	96%	94%
Median	11%	Percent receiving Benefits in Kind	94%	94%

Google Cloud EMEA Limited

Hourly Pay Gap

Mean	-27%
Median	23%

Pay Quartile

Men

Women

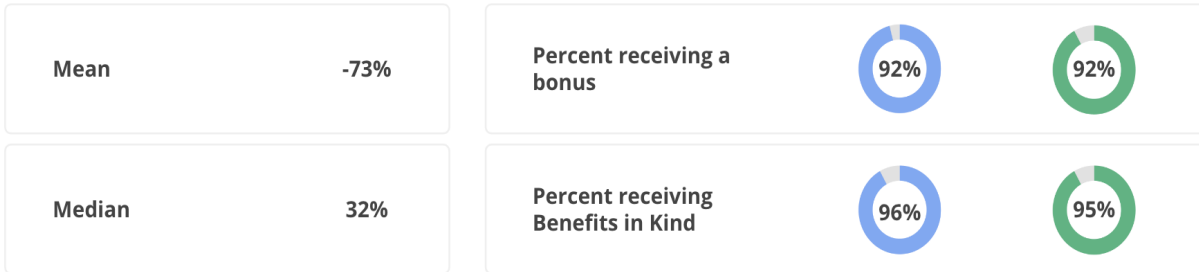
Top Quartile	77%	23%
Upper Middle Quartile	62%	38%
Lower Middle Quartile	61%	39%
Lower Quartile	49%	51%



Bonus Gap ^(\$⁷)

Men ●

Women ●



Note: we are unable to calculate the part time and temporary gender pay gaps for GCMEA. These can only be calculated when there is at least one woman and one man working on a part-time contract and one woman and one man working on a temporary contract on the snapshot date. On our snapshot date, we did not have at least one woman and one man working on a part time contract, or one woman and one man working on a temporary contract.

Reasons for our binary gender pay gaps

This first year of binary gender pay gap reporting gives us an opportunity to take stock of what we're doing that's working, what's not working, and what we could do better. We want to make sure Google Ireland is a place where everyone can thrive regardless of gender. These results illustrate progress made; however, we remain committed to addressing the reasons that continue to contribute to a binary gender pay gap

Google Ireland Limited

- Specifically, the gaps we are seeing have been, and continue to be driven, by a lack of representation of women in senior leadership and technical roles, which is not unusual in our industry, but is being recognised and addressed.
- We have more men than women in these roles- and these roles are paid more based on the market rates for these types of roles and experience.

Google Cloud EMEA Limited

- Our median binary gender pay gap is in favour of men. This is reflective of a higher percentage of men in middle and upper middle management and in technical roles. While this is a challenge faced by the wider enterprise technology sector and not unique to GCMEA, we are absolutely



committed to increasing gender representation and we have numerous programs in place to achieve this (detailed below).

- Our mean gender pay gap for both hourly pay and bonus pay in GCEMEA is in favour of women, reflecting our success in increasing the representation of women in key senior leadership positions. We are encouraged by the progress at senior leadership level.
- Moreover, our most recent Diversity Annual Report showed the strongest year for hiring women globally meaning we have near parity of gender representation at entry-level also.
- The focus ongoing is to increase representation across all levels and all roles in GCEMEA.

Google Ireland's measures to address the Gender Pay Gap

Across Google, we are focused on improving representation and creating a more inclusive culture for everyone during the employee lifecycle. Our Diversity, Equity & Inclusion (DEI) strategy is delivered around these core priorities:

- Increasing the pipeline of women in our hiring efforts
- Retention and progression of women in the workplace
- Promoting a culture of belonging for women, and for everyone at Google
- Our industry efforts to increase women representation in technology

Increasing the pipeline of women in the hiring process

We set far-reaching goals to ensure that the hiring pipeline for every role and level is representative of the external talent pool. We are working hard to drive equity into every stage of the hiring process, from our initial candidate engagement, to monitoring each stage of the process. In recent years we've put in place measures to mitigate bias, drive inclusive hiring practices and help ensure a diverse talent pool. We continued to invest in inclusive recruiting, and established the EMEA DEI Recruiting team in April 2021 to focus on strategy and programmatic efforts - with a sub-team dedicated specifically to increasing representation of Women in Tech.

Retention and progression of women in the workplace

As soon as Googlers begin their careers at the company, we focus on the Noogler (new Googler) community with events that drive networking and sponsorship, building connections across our community and helping women new to Google integrate into the company. Each of our Ireland leaders are accountable for their team's DEI progress and have their performance measured on the steps they're taking to attract, promote and retain women and other Googlers from underrepresented groups. Our EMEA DEI Leadership Council helps drive accountability throughout the business.

Throughout our Googlers' careers, we take a rigorous and systematic approach to performance evaluation, promotion and progression to ensure equity is at the heart of all of our processes.

Promoting a culture of belonging

We're passionate about creating an inclusive culture where women can thrive, and we know that our internal culture is a key driver of this. Our Googlers engage with extensive coaching programs and



mentorship programs; women empowerment events and initiatives, sponsorship and more. Moreover our dedicated employee resource group (ERG) Women@Google supports the development of an inclusive culture for women through a lens of intersectionality to thrive at Google and beyond. The network promotes programmes that amplify women's voices and equip them with the tools they need to support their development and own their careers.

Our Industry efforts to increase women representation in technology

We also acknowledge that Google cannot solve the representation issues alone, and a concerted industry level effort is required to ensure more pathways into technology fields for women in Ireland. We invest heavily in external programmes to highlight and promote STEM education for women and girls, including through workshops, networking events and partnerships with external organisations such as iWish and Code Plus.

We are also especially proud of our Generation Google Scholarship, which was created by our Engineering team for Women studying Computer Science in Irish universities, which is now in its third year.

Our commitment to gender equity and representation

We know that we have more work to do to reduce the binary gender pay gap and we are committed to this. As a company, we know that our best work happens when our workforce reflects the world around us, and when we create a culture at work where everyone feels they belong. We'll continue to hold true to these beliefs and increase representation across the company through our talent engagement and community outreach efforts. You can see our progress and learn more about our efforts to improve representation, hiring, and attrition at diversity.google.com.