

# Sisu Clinic's Gender Pay Gap Report

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2025 reporting cycle

23rd March 2026

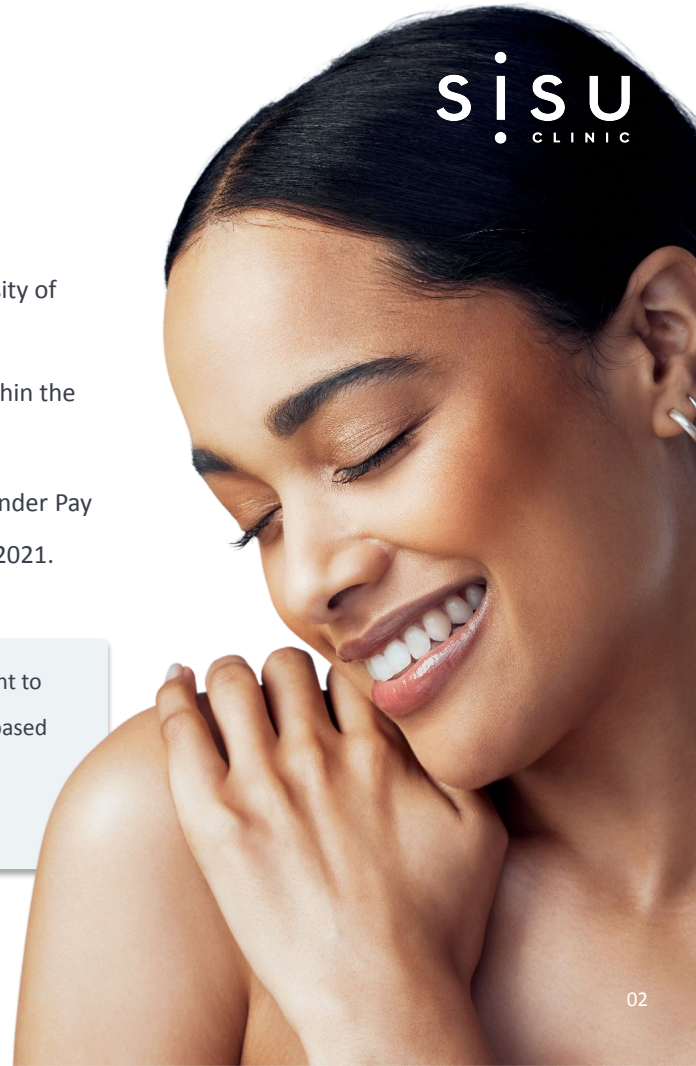
## Introduction

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We are pleased to share Sisu Clinic's first Gender Pay Gap Report. At Sisu Clinic, we embrace the diversity of culture and gender among our employees. While the aesthetics industry has traditionally had a more female-oriented workforce, we welcome the opportunity to increase our focus on gender diversity within the workplace.

This report covers the 2025 reporting cycle, using a snapshot date of 30 June 2025. We publish our Gender Pay Gap and Gender Bonus Pay Gap in line with the requirements of the Gender Pay Gap Information Act 2021.

Important note: Gender Pay Gap reporting is different from equal pay. Equal pay refers to the legal requirement to pay male and female employees the same for equal work (Employment Equality Act). The Gender Pay Gap is based on the difference in average hourly earnings between all male and female employees.



## Our workforce

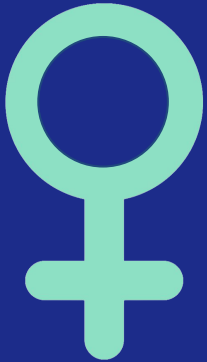
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88%

Female

12%

Male



The gender split in our workforce is weighted towards female employees, which is typical within the aesthetics industry. 28% of our workforce are part-time employees to facilitate flexibility.

The workforce at Sisu Clinic has grown steadily since the business began in 2018 with just two clinics. Today, we have a multicultural workforce across Ireland, the UK, and the USA.

The Sisu management team has clear strategic plans for staff recruitment, retention, and development, supported by a fair and equitable approach to compensation.

## Gender pay gap statistics

### GENDER PAY GAP BY CATEGORY

Category	Mean (%)	Median (%)
Hourly rate	54%	59%
Bonus	68%	96%
BIK (Benefit in Kind)	36%	100%

### BONUS PAID

Male	100%
Female	84%

### BIK PAID

Male	62%
Female	31%



## Employees in each pay quartile

Lower quartile (Q1)

Female 100% | Male 0%

100% Female

Lower middle quartile (Q2)

Female 100% | Male 0%

100% Female

Upper middle quartile (Q3)

Female 86% | Male 14%

86% Female

14%

Upper quartile (Q4)

Female 68% | Male 32%

68% Female

32% Male

Female Male

## Interpretation of our statistics

### Quartiles 3 & 4

Consist of our predominantly female medical team, mixed group functions and predominantly male management team.

### Quartiles 1 & 2

Consist of our female operational team.



## Bonus and benefits context

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### Bonus and incentive programmes

Sisu offers various bonus, incentive, commission, and voucher programmes. The outcome was influenced by employee retention and new starters.

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### Health insurance cover

Sisu offers health insurance cover to 99% of employees. The results in this area are influenced by employee's decision to participate in the company health policy.

## Continued action at Sisu

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### OUR BENEFIT PROGRAMMES INCLUDE

- Defined contribution pension scheme
- Health insurance scheme
- Referral incentive
- Commission programme
- Continuous professional development

We are committed to achieving a more balanced gender representation across our senior leadership and are taking proactive steps to make that a reality. Through targeted initiatives including equitable recruitment practices, leadership development programmes, flexible working options, and transparent promotion pathways—we aim to remove barriers and create opportunities for colleagues of all genders. We actively invite employee input on how we can better support diverse needs; all feedback will be carefully considered and integrated into our ongoing inclusion strategy. We encourage everyone to join us on this journey and will report progress regularly

While gender balance is an important goal, we also recognise the importance of supporting other groups and embracing the cultural diversity within Sisu. We are continuously improving our workforce practices to ensure inclusivity for all.

