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Legal obligations

Gender pay gap explanation

At VetPartners Ireland, we are committed to fostering an inclusive and equitable workplace for all our colleagues. As part of this commitment, we are pleased to share our gender pay gap report, in line with the Gender Pay Gap Information Act 2021.

Our progress

The snapshot date for our first gender pay gap report is June 29 2025. Our total mean gender pay gap stands at 44.20%, while our median gap is 53.40%. The veterinary profession has undergone a remarkable transformation over the last 30 years, with women now accounting for almost 50% of practicing veterinary surgeons as of March 2024. This trend is set to continue, with 74% of students enrolling in veterinary degree programs being female.

We are proud to see that among veterinary surgeons who have graduated since 2000, the median pay gap is just 18.46%, demonstrating greater equity in recent years. Additionally, 54.9% of our workforce consists of roles such as animal care assistants, receptionists, and nurses, areas where the gender pay gap is either non-existent or in favour of women.

Our commitment to change

At VetPartners Ireland, we believe that our workforce should reflect the diversity of our clients and communities. During this year, we have taken meaningful steps to address gender pay disparities, including ensuring that our senior management team reflects a balanced representation of genders.

While we have made progress, we recognise there is still work to be done. A significant factor influencing our overall gender pay gap is the higher proportion of women in lower paid roles. We are committed to addressing this through career development opportunities, leadership initiatives and ongoing efforts to remove any potential bias in higher paid positions.

We are also dedicated to addressing the pay disparity observed in Q4 by benchmarking salaries and taking targeted action to eliminate the gap at this level. In addition, we will use the opportunity presented by the implementation of the Pay Transparency Directive to strengthen our approach, ensuring greater transparency and enabling us to accelerate efforts to reduce our gender pay gap across the organisation.

VetPartners Ireland is dedicated to being a great place to work for all colleagues. We remain steadfast in our mission to create an inclusive and equitable environment where every individual has the opportunity to thrive.

Signatures of the Managing Directors

Gavin McCoubrey

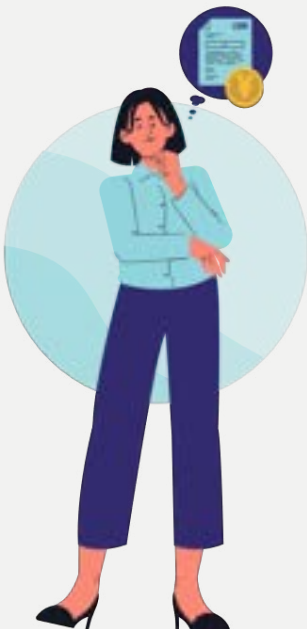


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What does it all mean?

- VetPartners Ireland pay gap is still higher than the national pay gap due to historical factors, but as the data shows the steps taken to reduce the gap are working.
- **54.9% of our roles are animal care assistant, receptionist and veterinary nurse positions. Within these roles, there is either no median gender pay gap, or the gap is in favour of females.**
- **For veterinary surgeons (excluding clinical directors) the mean pay gap is 11.83% and the median pay gap is 15.42%**
- **Additionally, for veterinary surgeons under 40 years old, the mean is 15.19% and median is 18.46**
- **These points indicate that the gender pay gap is much reduced among newer colleagues and that historical factors influence the overall gender pay gap.**

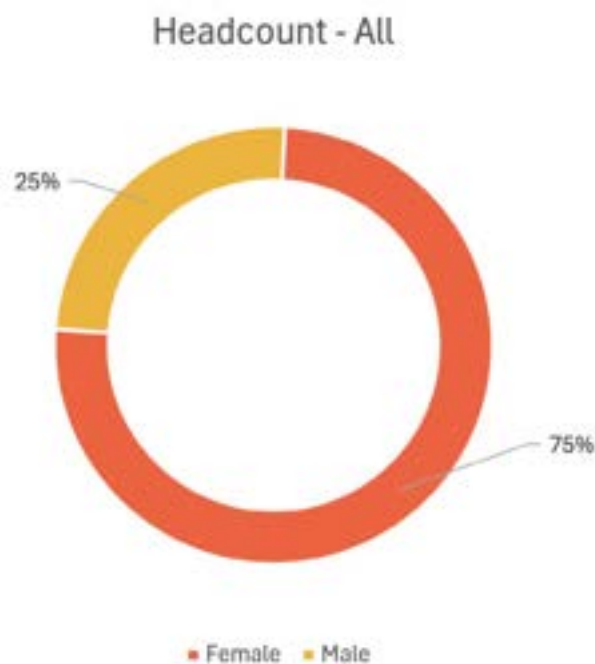


Our commitment to closing the gender pay gap

- **We remain committed to fostering a fair, transparent and rewarding workplace for all our colleagues.** As part of this, we have continued to benchmark salaries externally within the industry and refine our pay ranges to ensure a clear and transparent approach to pay and rewards. This enables both leaders and employees to better understand salary positioning within the range, encouraging greater consistency in base pay. In June 2025, we applied enhanced scrutiny to our annual pay review, with a particular focus on performance and pay differentials between men and women.
- **Our investment in learning and development remains a key priority,** with resources dedicated to both clinical and non-clinical training, including apprenticeship programmes. Our veterinary graduate program continues to thrive, supporting their growth and success in the profession.
- **We are also advancing more varied and flexible career pathways** to create greater opportunities for all employees, particularly those aspiring to progress into senior roles.
- **We are proud to have achieved equal gender representation at the senior leadership level,** with 50% of Senior Directors within the VetPartners Group being female. This balance reflects our ongoing commitment to diversity, inclusion and career progression for all.

Demographics

All of our Ireland-based colleagues are included in the calculation. Our international colleagues are not included.



Our gender split is shown in the graphic, and is relative to the veterinary sector, which relies overwhelmingly on female employees for its workforce.

Women occupy most roles in the organisation; veterinary nurses, receptionists, animal care assistants and 43% of veterinary surgeons. This distribution is reflected in the profession as a whole.

Quartile distribution

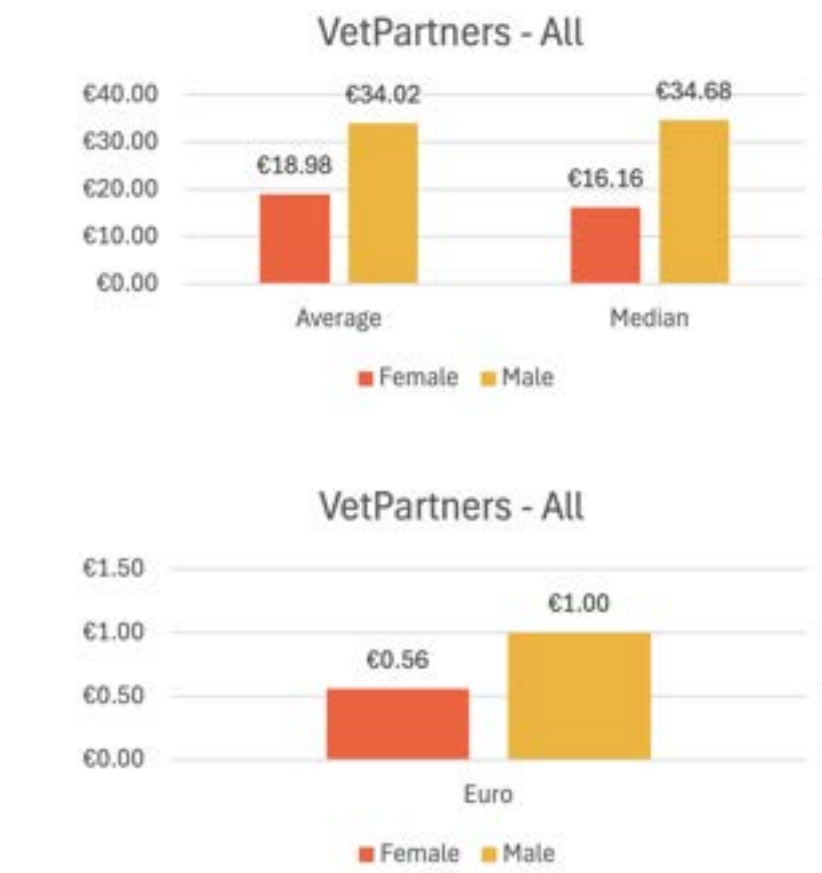


These charts show the proportion of males and females across VetPartners Ireland in four equally sized groups, sorted by level of pay, Q1 being the lowest paid, Q4 being the highest paid.

The charts indicate that there are significantly more female colleagues in three of the quartiles. There is also a higher proportion of females in less senior roles such as customer care, receptionist and veterinary nurse.

The fourth quartile shows a higher percentage of males than in the lower three quartiles, however this is due to historical factors as veterinary was previously a male dominated industry and males are more likely to hold senior positions in our practices as a result.

All colleagues



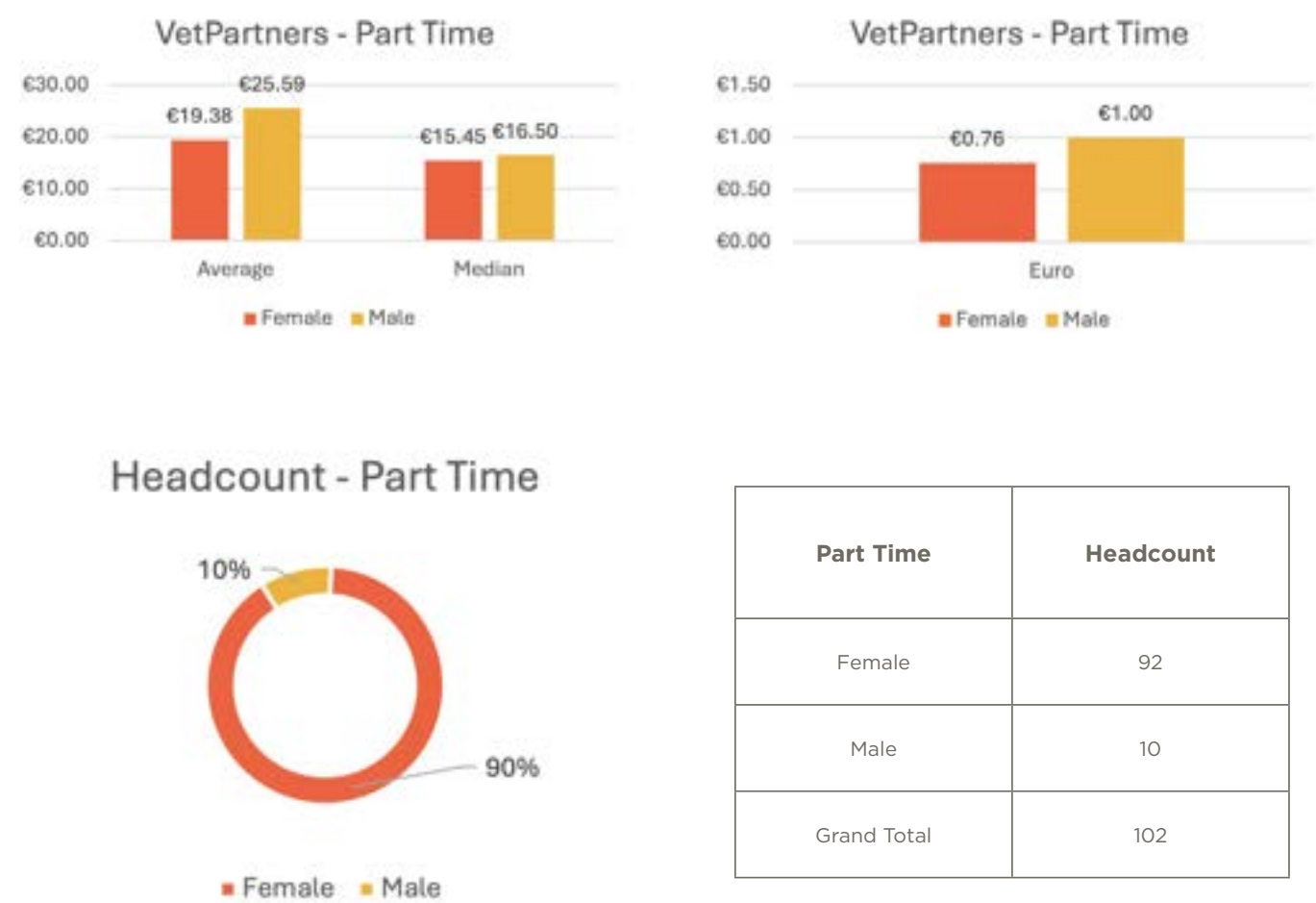
Our mean and median gap remain tilted towards our male colleagues, with a mean pay gap of 44.20% and a median gap of 53.40%. For every €1 that a male earns, a female earns €0.56c

While VetPartners Ireland pay gap is significant, it is important to note that it is influenced by legacy factors that do not reflect our current pay environment. In particular, salaries associated with former practice owners who joined us through acquisition, who are now in Clinical Director roles, create an upward distortion in the overall figures.

When these roles are removed from the analysis, the underlying gender pay gap is notably reduced, providing a more accurate view of pay across the wider organisation.

We remain committed to addressing the remaining gap, with a specific focus on reviewing Q4 salaries to ensure continued progress toward fair and equitable pay for all colleagues.

VetPartners Ireland – Part Time



Part Time	Average	Median	Euro
Female	€19.38	€15.45	€0.76
Male	€25.59	€16.50	€1.00
Pay Gap	24.27%	6.34%	24.27%

For our part-time colleagues across all roles, both the mean and median gender pay gaps continue to favour male employees. The mean pay gap stands at **24.27%**, and the median gap at **6.34%**, representing an improvement compared with our overall pay gap. This means that, for every €1.00 earned by a male colleague, a female colleague earns €0.76.

All veterinary surgeons



	Average	Median	Euro
Female	€29.97	€27.46	€0.79
Male	€38.00	€38.46	€1.00
Pay Gap	21.13%	28.60%	21.13%

When comparing all vets, regardless of years in the industry or seniority, our mean pay gap is 21.13%, and the median gap is 28.06%.

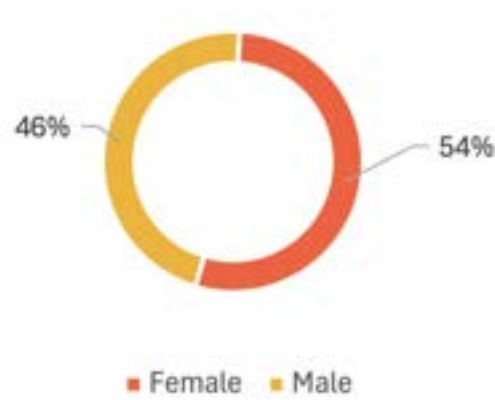
This data shows that we have a much smaller differential than the overall company median of 53.40% compared to the veterinary surgeons’ median gap of 28.60%.

We have also conducted a gender pay gap for our “veterinary surgeons excluding clinical directors”.

Veterinary surgeons (excluding clinical directors)



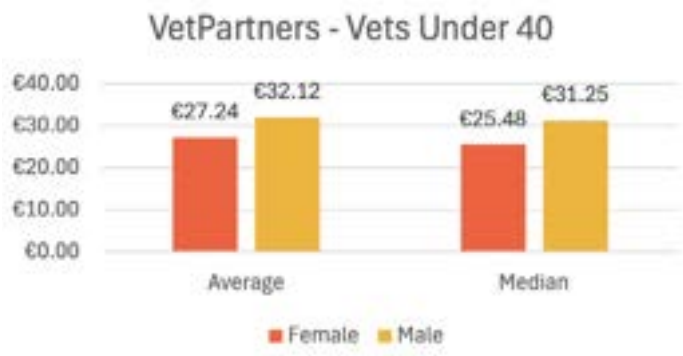
Headcount - Vets



	Average	Median	Euro
Female	€29.97	€27.46	€0.88
Male	€33.99	€32.47	€1.00
Pay Gap	11.83%	15.42%	11.83%

When comparing veterinary surgeons (excluding clinical directors) **our median pay gap is 15.42%, and mean gap is 11.83%**. Removing the clinical director outliers shows a truer representation of the veterinary surgeons' gap.

Veterinary surgeons (under 40 vs 40 years old)

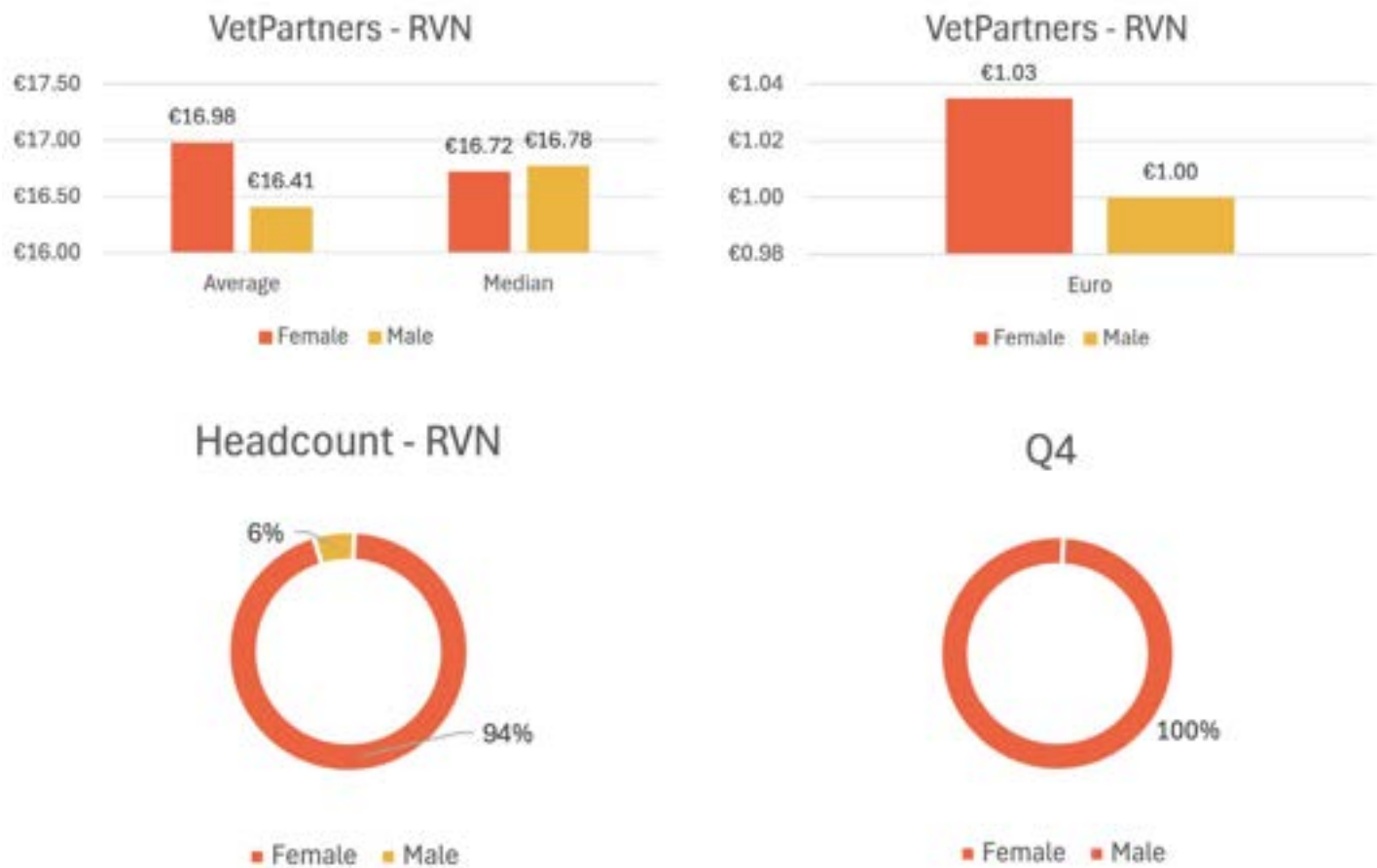


Mean	<40	>40
Female	€27.24	€39.96
Male	€32.12	€44.55
Pay Gap	15.19%	10.30%

Median	<40	>40
Female	€25.48	€40.00
Male	€31.25	€45.67
Pay Gap	18.46%	12.42%

The median gap for the under 40s is 18.46% compared to 12.42% for those over 40. The mean gap is 15.19% for under 40 and 10.30% for over 40.

Veterinary nurses



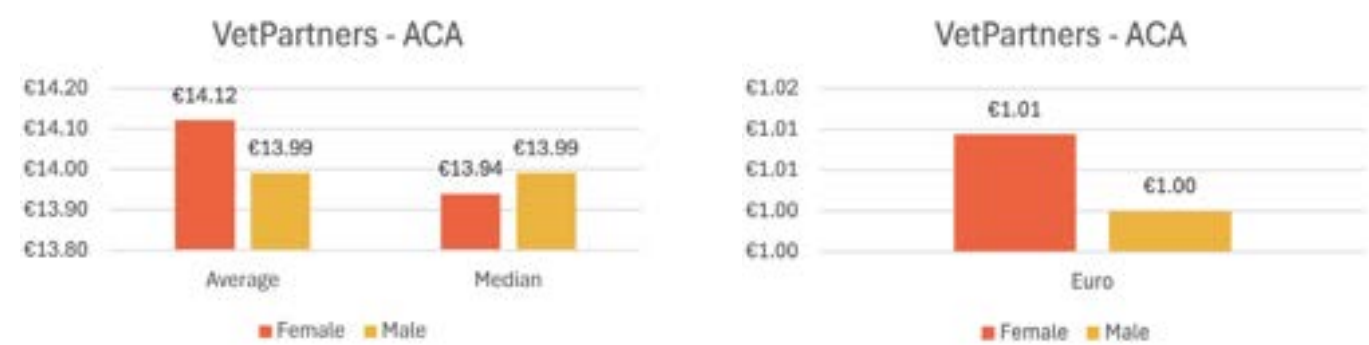
	Average	Median	Euro
Female	€16.98	€16.72	€1.03
Male	€16.41	€16.78	€1.00
Pay Gap	-3.50%	0.33%	-3.50%

Our mean pay gap for veterinary nurses remains tilted towards females, with a mean pay gap of 3.50%.

The median gap is 0.33%, slightly tilted towards males but the difference is minimal.

Female veterinary nurses are earning €1.03 compared to male veterinary nurses, who are earning €1. Additionally, Q4 is comprised of 100% of female RVNs.

Animal care assistant



Headcount - ACA



	Average	Median	Euro
Female	€14.12	€13.94	€1.01
Male	€13.99	€13.99	€1.00
Pay Gap	-0.94%	0.36%	-0.94%

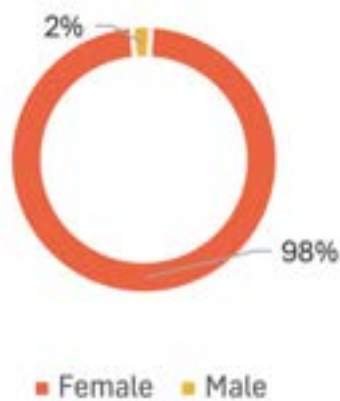
We are pleased to report a minimal median pay gap for animal care assistants.

The mean pay gap is slightly tilted towards females, at 0.94%. The median pay gap is 0.36%, slightly in favour of males.

Receptionists



Headcount - Reception



	Average	Median	Euro
Female	€14.59	€14.41	€1.01
Male	€14.50	€14.50	€1.00
Pay Gap	-0.63%	0.62%	-0.63%

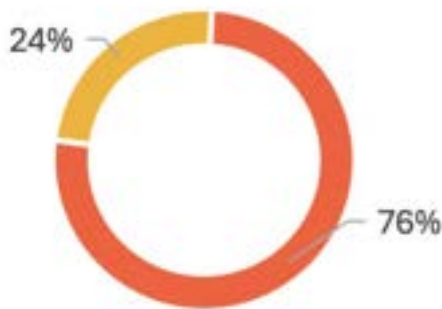
We are pleased to report that there is a minimal gender pay gap for receptionists at VetPartners Ireland.

Reception team colleagues have a 0.63% mean pay gap in favour of female colleagues, with females leading on hourly pay at €1.01 compared to males at €1, and a median gender pay gap of 0.62% slightly in favour of males.

Riverview Veterinary Group



Headcount - All



	Headcount
Female	45
Male	14
Grand Total	59

	Average	Median	Euro
Female	€18.75	€16.08	€0.47
Male	€39.66	€39.42	€1.00
Pay Gap	52.73%	59.20%	52.73%

	Grand Total	Female	Male	F%	M%
Q1	14	14	0	100.00%	0.00%
Q2	15	15	0	100.00%	0.00%
Q3	15	12	3	80.00%	20.00%
Q4	15	4	11	26.67%	73.33%
Grand Total	59	45	14	76.27%	23.73%

At Riverview Veterinary Group, we have a mean pay gap of 52.7% and a median pay gap of 59.20%.

Signatures of the Managing Directors:

Gavin McCoubrey



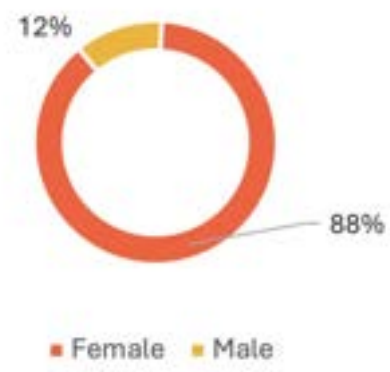
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Riverview Veterinary Group - Part Time



Headcount - Part Time



Part Time	Headcount
Female	15
Male	2
Grand Total	17

Part Time	Average	Median	Euro
Female	€19.13	€15.71	€0.44
Male	€43.31	€43.31	€1.00
Pay Gap	55.82%	63.71%	55.82%

For our part-time colleagues across all roles at Riverview Veterinary Group, both the mean and median gender pay gaps continue to favour male employees. The mean pay gap is **55.82%**, and the median gap is **63.71%**. These figures reflect the distribution of roles within the organisation, where female colleagues are more likely to be employed in lower-salaried part-time positions, such as receptionist roles. As a result, for every €1.00 earned by a male part-time colleague, a female part-time colleague earns €0.44.

Veterinary Surgeon

	Headcount
Female	10
Male	12
Grand Total	22

	Average	Median	Euro
Female	€29.93	€28.00	€0.74
Male	€40.65	€40.64	€1.00
Pay Gap	26.37%	31.10%	26.37%

Veterinary Nurse

	Headcount
Female	13
Male	0
Grand Total	13

	Average	Median	Euro
Female	€16.98	€16.68	€1.00
Male	€0.00	€0.00	€0.00
Pay Gap	-100.00%	-100.00%	-100.00%

ACA

	Headcount
Female	10
Male	0
Grand Total	10

	Average	Median	Euro
Female	€13.80	€13.63	€1.00
Male	€0.00	€0.00	€0.00
Pay Gap	-100.00%	-100.00%	-100.00%

Despite the headline figures of mean (52.73%) and median (59.20%) pay gaps, when we look at specific employee comparator groups, accounting for 63% (37/59) of the workforce at Riverview Veterinary Group, we see no median pay gap.

The mean pay gap for veterinary nurses and ACAs is in favour of females compared to male employees. For veterinary surgeons, the mean pay gap is 26.3%, which is similar to the mean pay gap for veterinary surgeons (21.13%) at VetPartners Ireland.

Signatures of the Managing Directors:

Gavin McCoubrey



Jonathan Power

