

# Ireland Gender Pay Public Report

## December 2024 – Wix.com

Workplace name

**Wix Online Platforms  
Limited**

Industry

**High-tech & Technology**

# of Employees

June 2024

**424**

Wix was built around the idea that everyone should have the opportunity to be successful online. This same vision defines us as a company: creating a work environment where anyone is welcome and should be able to grow, succeed and make an impact.

Equality has been a fundamental value at Wix for many years. We've been proactively reviewing compensation equality on a global scale long before it became a legal requirement, and whenever we identify unwarranted disparities, we address them immediately. That doesn't mean that everyone at Wix gets paid the same, but rather that we ensure that skills and performance are the only determinants of pay, free from any biases.

### **Wix's statistical model**

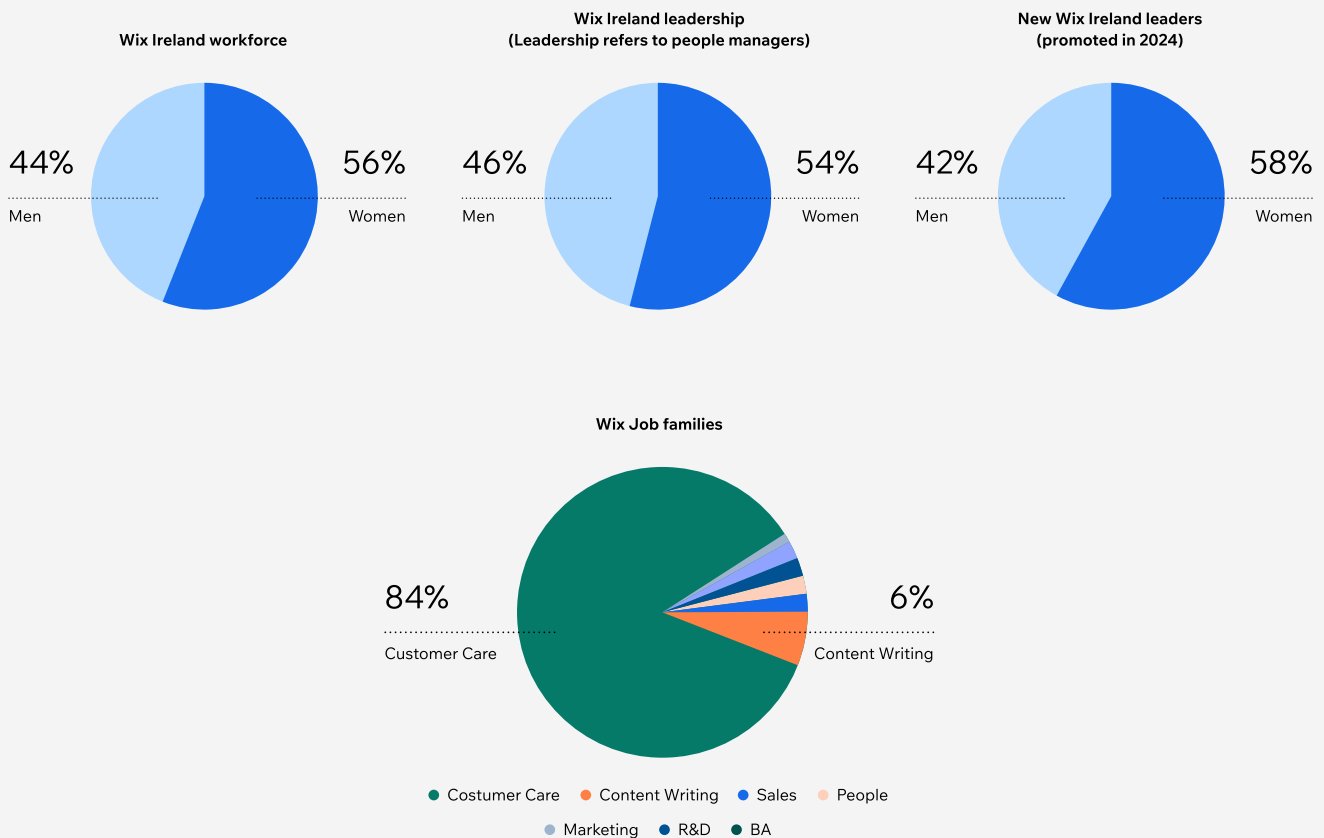
Our approach when it comes to equal pay is to ensure we're comparing apples to apples. We categorize our employees by their roles and professional expertise, focusing solely on base salary, since we believe that base salary is the most accurate indicator of bias-free compensation (~98% of employees in Ireland don't hold commission based roles). Additional components like commissions, bonuses and overtime are excluded from this analysis, since they're performance-based and may not apply to everyone. Our statistical model takes into account non-gender factors that have an impact on pay (such as profession, seniority, expertise level, etc.), and neutralizes their effect to provide a precise measurement of whether there are any disparities that are related to non-professional factors, such as gender. Statistically, a gap of less than 5% is considered insignificant.

Based on current data and according to our statistical analysis model, our current weighted average pay gap in Ireland is **0.7%** in favor of men (an improvement compared to last year, when the gap was **1.1%** in favor of men).

## Wix Ireland site overview data

### Gender split at Wix Ireland, June 2024

Total HC: 424 employees



### The Ireland law requirements

The law requires us to divide our employee population into **quartiles** based on hourly compensation (Upper, Upper Middle, Lower Middle and Lower, with 25% of the Wix Ireland population in each quartile), and present the proportions of men and women in each quartile. We're required to then calculate mean and median hourly compensation of men and of women, and present the gender pay gap between the two. For additional information about the law requirements, [click here](#).

### Snapshot date requirement

Wix chose June 30, 2024 as the snapshot date for the report. The reporting period is defined as 12 months immediately preceding and including the snapshot date (July 1, 2023 until June 30, 2024). Our total headcount on the snapshot date was 424 employees.

### Law requirement terminology

#### Mean gap

The difference between men's & women's average hourly wage.

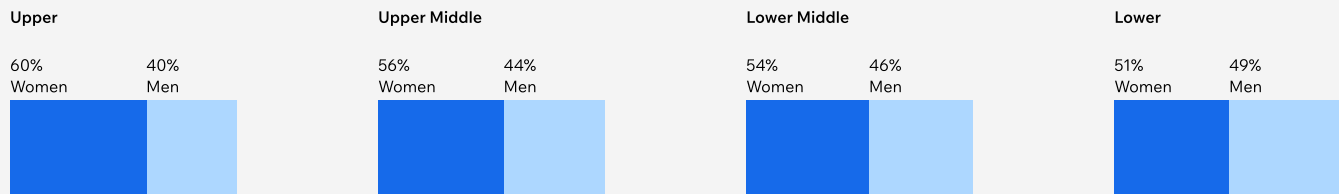
#### Median gap

The difference between men's & women's median hourly wage (the middle hourly wage of all wages: half of the employees are paid more, half of the employees are paid less).

#### Pay quartiles

How we divided our employees based on hourly wage, with each group comprised of 25% of our employees.

## Our results according to the Ireland law requirements' analysis



### Mean and median gaps

	Gap
Mean gender gap in hourly rate of pay	-4.9%
Median gender gap in hourly rate of pay	-3.7%

1. All employees received benefits in kind.
2. In the figures above, a negative gap is in favor of women and a positive one is in favor of men.
3. These results reflect a change from last year, in which the (insignificant) gap was in favor of men. This change can be attributed to shifts in the workforce structure and the balance between men and women, as presented in the table above.

### Striving for equality

We're continually striving to ensure equality within Wix's hiring and development processes, and are always seeking new methods to enhance these efforts. Here are a couple examples of our ongoing initiatives, which are reflected in this report as well:

- 01 **Increasing the diversity of our candidate pool:** We're reviewing our recruitment and selection procedures, to attract a diverse range of applicants and ensure inclusivity in all advertised roles.
- 02 **Combating unconscious bias:** We're actively identifying and addressing unconscious bias throughout the employee journey, including in our recruitment and selection processes, and providing manager training on the subject.