Banc Ceannais na hÉireann
Central Bank of Ireland
Eurosystem

Diversity Representation Goals

As part of our on-going and long-term commitment to Diversity & Inclusion (D&I), the Central Bank has gender diversity goals in place. This is in support of our D&I vision to have a diverse workforce reflecting society in Ireland. We continue to value difference in all its forms and have a number of actions and measures in place to support this.

What are our goals?

The Central Bank's goal is to have a gender balance at all levels of the workforce, focusing initially on the male and female genders. This includes a specific aim that our Senior Leader population (Senior Leadership Team and Heads of Division) should comprise of at least 45% of males and females.

The Central Bank recognises and welcomes that some candidates and colleagues identify outside of these binary male and female genders.

• As end June 2026, our overall workforce was 48.9% female and 51.1% male.

- For our Senior Leadership population this was 60% male and 40% female.
- • Any actions the Central Bank takes in support of these goals will be proportionate and will reflect our organisational context

• Progress against goals is reported annually through our Gender Pay Gap Report.

Our gender goals will be reviewed periodically to consider gender identity and expression along the full gender spectrum once further data and insights are available. In the meantime, we are committed to creating an inclusive and supportive environment for everyone as demonstrated by our Gender Identity and Expression in the Workplace Policy. This aims to create a welcoming and safe environment for all, regardless of gender identity or expression.