

Smarttech247 Ireland

Gender Pay Gap Results 2025

“At Smarttech247, we believe that diversity and equal opportunity are fundamental to building an innovative and resilient cybersecurity organisation. Transparency is a key part of that commitment, and Ireland’s Gender Pay Gap reporting provides an important opportunity for us to reflect on our progress and the actions we continue to take.

For the 2025 reporting period, Smarttech247 recorded a mean gender pay gap of 7.6%, which is lower than the national average of approximately 9.6%. Our median gap of 14% aligns with what we see across the broader technology and cybersecurity sector, where the underrepresentation of women in senior technical roles remains a significant industry-wide challenge.

At Smarttech247, we are actively working to address this gap. We are proud of the work we have done, and continue to do, to support women in our organisation and across the cybersecurity community. Our Women in Cybersecurity Academy, now a core part of our talent development strategy, creates pathways for women to enter and advance in the industry. Through training, mentorship, and hands-on experience, the academy helps tackle the systemic pipeline shortage at its source.

Our results also show no bonus gap, with both the mean and median bonus difference at 0%, and balanced access to bonus opportunities. This reflects our commitment to fair, consistent, and transparent reward structures.

While our performance compares favourably to national statistics, we recognise that meaningful progress requires ongoing action. We remain focused on increasing female representation at mid-senior levels, expanding development opportunities, and growing the impact of our initiatives that support women entering and progressing within cybersecurity.

Creating an environment where talent of all backgrounds can thrive is essential to who we are and to the future of our industry. We will continue to invest in initiatives that promote equity, inclusion, and long-term change.”

- Raluca Saceanu, Chief Executive Officer

2025 Gender Pay Gap Reporting for Ireland Smarttech247
Mean Pay Gap: 7.6%
Median Pay Gap: 14%
Bonus
Mean Bonus Gap: 0
Median Bonus Gap: 0
% of Male received Bonus: 2%
% of Female received Bonus: 4%
Benefit In Kind (BIK)
% of Male paid BIK: 68%
% of Female paid BIK: 56%
Quartiles
Lower Quartile: 55% Male, 45% Female
Lower Middle Quartile: 65% Male, 35% Female
Upper Middle Quartile: 68% Male, 32% Female
Upper Quartile: 72% Male, 28% Female

The Gender Pay Gap is the difference between hourly earnings of women and men from 29th June 2024 to 29th June 2025, broken down by mean and median hourly pay, irrespective of role.

Smarttech247 reports a Mean Gender Pay Gap of 7.6% and Median of 14%. During this time the Company had 77 full time employees.

Of this number, one employee was on unpaid maternity leave. The headcount on the snapshot date is 76 (77 less 1 on maternity leave within this 12 month period).

1. Fair and Consistent Talent Practices

As a cybersecurity company operating in a highly technical and fast-moving sector, attracting and developing strong talent remains a key priority for Smarttech247. We are committed to fair, consistent, and objective recruitment and progression practices that support long-term career growth for all employees.

2. Understanding Our Gender Pay Gap

Our current gender pay gap primarily reflects the structure of specialist technical teams which, in line with trends across the wider cybersecurity industry, continue to have lower female representation. These structural factors influence our overall averages, rather than differences in pay for similar roles.

3. Actions We Are Taking

We are actively broadening and diversifying our talent pipeline through initiatives such as our Women in Cybersecurity Academy, enhanced outreach to underrepresented groups, and strengthened internal development pathways. These efforts form a central part of our ongoing strategy to support balanced representation at all levels of the organisation.

4. Supporting an Inclusive and Diverse Workforce

Diversity remains one of our strengths, with more than 15 nationalities represented across Smarttech247. We remain focused on building an inclusive environment where collaboration thrives and where all employees, regardless of background, have the opportunity to progress, contribute, and succeed.

About Smarttech247



Zefone Ltd. t/a Smarttech247 in Ireland, is a leading cybersecurity company that provides Managed Detection & Response (MDR) services to help mitigate cybersecurity risks for our clients.

At Smarttech247, our mission is to keep our customers secure. Cybersecurity is a complex industry, therefore, in order to tackle its challenges and continue to innovate, we believe that a diverse workforce contributes to greater collective intelligence and ultimately, makes a stronger team – qualities that are needed in our fight against cybercrime.

Smarttech247 is proud to be committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. All employment is decided on the basis of qualifications, merit, and business need.

www.smarttech247.com

