

Shutterstock Ireland

Gender Pay Gap Report

Date: November 2025

Introduction

Shutterstock Ireland Limited has published its 2025 Gender Pay Gap Report, a mandatory requirement for organisations with 50 or more employees. With a relatively small employee population (134 employees), the report highlights the impact underrepresentation of women can have on the organization's gender pay gap.

Shutterstock is deeply committed to fostering an inclusive environment where belonging is at the core of everything we do. Guided by our Build Community value, we strive to cultivate a workforce that authentically reflects the rich experiences of our global community. We foster a culture of inclusion and belonging where employees feel connected to each other, their work, and our mission.

Gender pay gap, which measures the average pay of men and women regardless of their roles, is distinct from equal pay for performing the same roles.

The report outlines the steps we will take in 2025 and beyond to further our gender equality and broader inclusion goals.

Shutterstock Ireland Gender Pay Gap Results

Outlined below are our gender pay results which include all employees employed by Shutterstock Ireland Limited. At the time of reporting, we do not have any part-time employees and therefore are unable to report on this.

- We have a mean all employees hourly rate pay gap of 18.88%
- We have a median all employees hourly rate gap of 7%
- We have a mean bonus pay gap of 10.09%
- We have a median bonus pay gap of 18.24%

Representation by quartile

	Men	Women
Lower Quartile	54.05%	45.95%
Lower Middle Quartile	70%	30%
Upper Middle Quartile	81.82%	18.18%
Upper Quartile	85.29%	14.71%

Outlined below are our gender pay results which include all employees employed by Shutterstock Ireland Limited.

- Women are relatively well represented in the Lower quartile (45.95%), but representation declines steadily through the pay bands to 14.71% in the Upper quartile.
- The Upper quartile (our highest-paid roles) is 85.29% men / 14.71% women. There are 29 men vs 5 women in this band.
- These representation patterns are typical reasons why median and mean pay gaps continue to exist, even in cases where eligibility for bonuses and benefits is largely the same.

Benefits Participation Proportion of employees receiving Benefits in Kind

Men	Women
95.88%	97.3%

Both men and women are equally entitled to receive benefits in kind, as evidenced by the high percentage of employees receiving these benefits: 95.88% of women and 97.3% of men.

Bonus Participation Proportion of employees receiving a bonus

Men	Women
86.6%	91.89%

Why we have a gap

The key factor contributing to the reported gender pay gap for Shutterstock Ireland Limited, is the distinct level and role mix between genders across the business. Therefore, the difference in average earnings, including bonus pay, is a reflection of the distribution of men and women within the organizational hierarchy and across different job functions in Ireland, rather than an issue of unequal pay for the same work or unequal access to compensation plans.

- **Representation by level:** The upper two quartiles are predominantly male, comprising 82–85% men. As these bands encompass higher-paid positions, this composition pulls up the average earnings of men relative to women.
- **Bonuses and equity-linked awards:** The difference is due to men receiving higher mean and median bonuses because more men hold senior, global roles in Shutterstock Ireland Limited, which qualify for higher bonus and equity awards.
- **Participation is high across genders:** The review of bonus and benefits receipt shows strong gender inclusivity, as most men and women participate. This confirms that equitable policies are in place, meaning the gender pay gap is not driven by bonus or benefit access. Instead, the primary cause of the gap is attributed to the distinct distribution of roles and seniority levels between genders across the organization.

What are we doing to close the gap?

Narrowing pay gaps requires sustained effort over time. There are factors which continue to contribute to the gender pay gap in Shutterstock's Ireland business:

- There remain more men than women in leadership roles. As these roles attract higher pay, having a lower female representation impacts the gender pay gap.
- There are more men in jobs which attract additional payments, such as equity payments.

Addressing the gap will therefore require focused efforts on in-country career progression, recruitment into senior roles, and pipeline development to achieve a more balanced gender representation at all levels of the company.

At Shutterstock, we are dedicated to supporting the continuous growth and career development of our people. We achieve this by offering a variety of programs, including leadership development and mentoring opportunities. Our team members have access to the learning, tools, and experiences necessary for meaningful career and professional advancement.

We adopted a fully Hybrid work model in January 2022, trusting employees with the flexibility they need. This approach meets people's needs and preferences globally, maintains our culture, and boosts collaboration, productivity, and happiness. This flexibility is offered to nearly all employees, regardless of level or role. We believe this flexibility is likely the primary reason why part-time work has not been widely adopted by our Ireland-based employees, as they are already able to effectively manage their professional and personal commitments.

Results at a glance

- Mean hourly gap: 18.88%
- Median hourly gap: 7.0%
- Mean bonus gap: 10.9%
- Median bonus gap: 18.24%
- Received a bonus: Men 86.6%, Women 91.89%
- Received benefits in kind: Men 95.88%, Women 97.3%
- Workforce split: 72.4% men / 27.6% women