Gender Pay Gap Reporting 2026

All employees

	Hourly Pay: Mean	Hourly Pay: Median	Bonus Pay: Mean	Bonus Pay: Median	Percentage of men who received bonus pay	Percentage of women who received bonus pay	Percentage of men who received Benefit in Kind	Percentage of women who received Benefit in Kind	Snapshot Pay Quartiles (%)				
										Lower	Lower Middle	Upper Middle	Top
Amazon Ireland Support Services Ltd	0.5%	-2.9%	-23.3%	-150.0%	53.2%	75.6%	79.5%	89.9%	W	51%	46%	57%	48%
									M	49%	54%	43%	52%
Amazon Data Services Ireland Ltd	11.6%	11.3%	12.5%	-3.1%	71.4%	71.4%	93.3%	83.9%	W	23%	14%	17%	14%
									M	77%	86%	84%	86%
Amazon Development Centre Ireland Ltd	17.5%	12.8%	31.0%	27.9%	96.5%	91.0%	94.7%	85.8%	W	24%	15%	12%	9%
									M	76%	85%	88%	92%
AWS EMEA SARL (Irish Branch)	13.0%	13.2%	15.3%	20.1%	96.5%	96.2%	95.6%	95.1%	W	37%	35%	25%	17%
									M	63%	65%	75%	83%
Re:Cycle Reverse Logistics Ireland Limited	21.5%	27.4%	55.0%	100.0%	63.8%	44.4%	95.7%	94.4%	W	35%	31%	31%	13%
									M	65%	69%	69%	87%

Part-Time and Fixed Term employees

	Part-time Employees		Fixed Term Contractors	
	Hourly Pay: Mean	Hourly Pay: Median	Hourly Pay: Mean	Hourly Pay: Median
Amazon Ireland Support Services Ltd	-16.4%	-3.4%	1.2%	0.0%
Amazon Data Services Ireland Ltd	There are not enough part-time employees in these entities to compare data (i.e., at least one man and one woman)		-14.3%	-7.7%
Amazon Development Centre Ireland Ltd	-231.1%	-231.1%	2.2%	-2.6%
AWS EMEA SARL (Irish Branch)	There are not enough part-time employees in these entities to compare data (i.e., at least one man and one woman)		6.0%	0.0%
Re:Cycle Reverse Logistics Ireland Limited	There are not enough part-time employees in these entities to compare data (i.e., at least one man and one woman)		There are not enough Fixed-Term employees in this entity to compare data (i.e., at least one man and one woman)	