



Gender Pay Gap Reporting 2022

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	7.8%	8.6%	12.0%	16.7%	85.7%	87.2%	79.0%	86.1%	F	63%	59%	60%	50%
									M	37%	41%	40%	50%
Amazon Data Services Ireland Ltd	4.3%	6.0%	14.3%	20.9%	78.4%	79.7%	88.1%	82.7%	F	20%	14%	17%	13%
									M	80%	86%	83%	87%
Amazon Development Centre Ireland Ltd	19.7%	20.8%	37.2%	40.2%	94.9%	93.7%	90.5%	93.7%	F	20%	13%	6%	8%
									M	80%	87%	94%	92%
AWS EMEA SARL (Irish Branch)	11.9%	10.3%	3.6%	19.8%	94.7%	93.4%	89.7%	88.0%	F	35%	26%	23%	15%
									M	65%	74%	77%	85%

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	-28.7%	-3.7%	-2.0%	-0.9%
Amazon Data Services Ireland Ltd	43.5%	42.9%	-17.1%	-26.9%
Amazon Development Centre Ireland Ltd	There are not enough part-time employees in these entities to compare data (i.e. at least one man and one woman).		5.0%	12.7%
AWS EMEA SARL (Irish Branch)	45.7%	45.7%	20.5%	0.0%