



# Binary Gender Pay Gap Report 2024

## Overview

Squarespace builds products that help entrepreneurs stand out and succeed. We are committed to building and developing diverse teams so that we can better understand and serve the multifaceted cultures and identities of our customers. We are humbled to consistently win workplace recognition for being a truly exceptional place to work, including Great Place to Work Ireland's Best Medium Workplace (2020 - 2023) and Best Workplaces in Tech (2015 - 2020).

Ireland's Gender Pay Gap Information Act 2021 and regulations mandate that private and public sector employers report their gender pay gap annually in December. In 2024, organisations with over 150 employees must report. In 2024, Squarespace Ireland Limited met the headcount threshold for the Ireland Gender Pay Gap Information Act of 2021 and is obligated to publish metrics related to the gender pay gap. Data reported has been pulled from a snapshot date of 25 June 2024.

The gender pay gap is the difference in the average hourly pay of men and women across a workforce. The gender pay gap is calculated using the mean and median pay for all men and women. Importantly, the pay gap calculations required by this report do not account for any of the objective factors that influence pay at Squarespace including, for example, differences across roles, functional levels, tenure, and performance, among others. Also, pay in this context refers to base salary only, as cash bonuses are not a part of Squarespace's annual remuneration program.

At Squarespace, we recognize that gender isn't binary; however to comply with this report's requirements, individuals who have reported genders beyond the binary identification have not been included in our analysis.

## Squarespace's Approach to Remuneration

Squarespace's remuneration philosophy is to ensure that our offerings:

- Attract, support and motivate top talent
- Align to the needs of our business and workforce
- Are competitive to market
- Are simple, fair, transparent, and data driven

We provide resources and training to Managers to ensure fair promotion and salary increase practices. Additionally, our People team conducts regular audits during remuneration review cycles to guide the business in making fair promotion and remuneration decisions.

## Squarespace in Ireland

In 2023, we celebrated the 10th anniversary of our Dublin office. We proudly employ over 170 employees, over half of whom work on our Customer Operations team. In addition, we have growing teams of software engineering, product, legal and people team members.

Over the past year, we have continued to invest in this office and in doing so we're investing in the rich culture of creativity and entrepreneurship that Ireland has to offer. In 2024, we continue to hire and expand our headcount in Ireland, particularly for Software Engineering roles.

## Inclusion Efforts

Creating a culture of inclusivity and belonging is central to how we operate as a company. Here are a few ways we support an inclusive workforce:

- **Increase representation of women in technical roles:** Our Talent Acquisition team utilizes structured skills & competency-based interviewing and debrief sessions to promote fairness and consistency in the interview process. Resources and training about mitigating bias are provided to team members to promote continued learning and growth.
- **Continue to be transparent about our efforts:** Squarespace shares demographic data externally on an annual basis. We believe in transparency and in the commitment we make to our employees and customers to improve on our representation efforts.
- **Enabling a culture of inclusion:** Inclusive leadership learning opportunities are accessible to everyone, and all employees complete a D&I e-Learning within their first month at Squarespace, covering unconscious bias, inclusivity, allyship, and inclusive

conversations. We also offer additional live learning sessions through our Inclusive Leadership series.

- **Fostering inclusive environments for all:** We have six global Employee Resource Groups that represent a wide range of identities that have historically faced marginalization and/or underrepresentation in society and the workplace. Our ERGs act as a launchpad to foster an inclusive workplace that produces best in class products for our diverse customers. ERGs build pathways for growth via networking, panels, workshops, skill-building, sponsorship and more. Furthermore, ERGs serve in supporting and uplifting communities their ERGs represent.
- **Inclusive Benefits:** Squarespace's benefits plan offers flexibility through unrestricted Paid Time Off, global and inclusive fertility and adoption benefits, and a Paid Family Care Leave policy that offers eligible employees paid leave in connection with the birth, adoption or foster placement of a child, to care for a family member's serious health condition, or to provide family care during active military service. We also offer paid health benefits and generous mental health support as well as free subscription to Headspace.
- **Continued Learning:** We offer opportunities to employees to continue their growth path through skills and competency based training ranging a variety of relevant topics including but not limited to Inclusive Leadership and Leadership Catalyst. There are opportunities to network both across Squarespace and with the local tech community during our meetups and after work events hosted in our office, close in proximity to cultural landmarks such as Dublin Castle and St. Patrick's Cathedral.

## Binary Gender Pay Gap Data

### 1. Percentage of men and women employees who receive benefits in kind:

Women	100%
Men	100%

### 2. Proportion of men and women employees in each quartile based on hourly pay:

	LOWER	LOWER MIDDLE	UPPER MIDDLE	UPPER
Women	41%	43%	45%	23%
Men	59%	57%	55%	77%

*Explanatory Note: The proportion of men and women in each quartile is determined by arranging the hourly pay for each employee in order from lowest to highest and then dividing the employees' pay arranged in order into four parts (quartiles), each comprising an equal number of relevant employees. The gender composition of the upper quartile is mostly attributed to the higher representation of men in technical roles such as software engineering which carries a market premium in pay.*

### 3. Gender pay gap in mean hourly pay:

	ALL EMPLOYEES	PART-TIME EMPLOYEES
Pay Gap	13.4%	N/A

*Explanatory Note: Using the mean calculation of hourly remuneration, the gap between men and women is 13.4% in favour of men. This is primarily driven by the larger representation of men in technical roles such as software engineering which carries a market premium in pay compared to other roles. Squarespace does not employ enough individuals in part-time roles for reporting purposes.*

### 4. Gender pay gap in median hourly pay:

	ALL EMPLOYEES	PART-TIME EMPLOYEES
Pay Gap	12.1%	N/A

*Explanatory Note: Calculating the median involves arranging pay for all men and all women from lowest to highest and comparing the midpoint pay for men against the midpoint pay for women. Using the median calculation of hourly pay, the gap between men and women is 12.1% in favour of men. Squarespace does not employ enough individuals in part-time roles for reporting purposes.*

### 5. Percentage of men and women employees paid bonuses:

Women	N/A
Men	N/A

*Explanatory note: Squarespace does not provide cash bonuses as part of its pay package.*

## **6. Gender Pay Gap in Mean Bonus Pay**

*Explanatory Note: N/A. Bonus is not part of the remuneration package at Squarespace.*

## **7. Gender Pay Gap in Mean Bonus Pay**

*Explanatory Note: N/A. Bonus is not part of the remuneration package at Squarespace.*

