





GENDER PAY GAP

2025 Report

- ▶ In line with Government legislation, any company with 50 or more employees is required to publish its pay gap data in 2025. We publish our first report this year.
 - ▶ The Gender Pay Gap is different from Equal Pay. Equal Pay refers to paying men and women equally for performing the same or similar work, the Gender Pay Gap measures the difference in average earnings across all roles within an organisation, regardless of job, type or seniority.
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- ▶ Our Snapshot date is 30 June 2025. At that time, we had 75 employees in Ireland which consisted of the following:
 - ▶ 59 Full Time Employees;
 - ▶ 4 Part time;
 - ▶ 8 Apprentices and
 - ▶ 4 Casual employees. (students who work on an ad-hoc basis during school breaks)
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► There are seven broad reporting requirements:

1. The mean and median pay gap in hourly pay between male and female employees.
2. The mean and median pay gap in hourly pay between parttime male and female employees.
3. The mean and median pay gap in hourly pay between apprentice male and female employees.
4. The mean and median bonus pay gap between male and female employees.
5. The percentage of male and female employees who received bonus pay.
6. The percentage of male and female employees who received benefit in kind.
7. The percentage of male and female employees in each of the four pay band quartiles.

Our Results

- ▶ Mean Hourly Pay Gap - All Employees 16%
- ▶ Mean Hourly Pay Gap – Part time Employees 21% (very small number of employees)
- ▶ Mean Hourly Pay Gap – Apprentices N/A (all male)

- ▶ Median Hourly Pay Gap - All Employees 0.1%
- ▶ Median Hourly Pay Gap – Part time Employees 21% (very small number of employees)
- ▶ Mean Hourly Pay Gap – Apprentices N/A (all male)

- ▶ Mean Bonus Pay Gap N/A (no bonuses paid)
- ▶ Median Bonus Pay Gap N/A (no bonuses paid)

Our Results

▶ Hourly Pay Band Quartiles

	Male	Female
▶ Upper	88.9%	11.1%
▶ Upper Middle	89.5%	10.5%
▶ Lower Middle	84.2%	15.8%
▶ Lower	89.5%	10.5%

▶ Benefit in Kind & Bonus

▶ % Male who received Benefits in Kind	45%
▶ % Female who received Benefits in Kind	22%
▶ % Male who received paid bonuses	N/A (no bonuses paid)
▶ % Female who received paid bonuses	N/A (no bonuses paid)

- ▶ Commentary.
- ▶ We have an overall Gender Pay Gap of 16%. This reflects that our senior management are all male. Our industry dealing with heavy construction machinery is one that has traditionally appealed more to males than to females.
- ▶ Our Service Engineers qualify for overtime paid at a premium. As all our Service Engineers are male, that affects the gap.