

exertis



GENDER PAY GAP REPORT 2024



In May 2024, the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) (Amendment) Regulations 2024 (the 2024 Regulations) were introduced.

The 2024 Regulations amend the original Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 (the 2022 Regulations) to reflect the obligation of relevant employers with over 150 employees to report on their gender pay gap in 2024.

Companies with more than 150 employees are required to analyse and account for the difference in the average hourly pay of women compared to men in their organisation.

Exertis Ireland falls into this reporting requirement for the 2024 reporting period.

INTRODUCTION

The gender pay gap is the difference between the average (mean or median) earnings of men and women across the workforce. It compares the pay of all working men and women; not just those in similar jobs, with similar working pattern or with similar competencies, qualifications, or experience.

The gender pay gap should not be confused with equal pay, which instead looks at the pay difference between men and women who are performing the same or similar roles. Our Gender Pay Gap Report was compiled in accordance with government regulations. The published data was captured on the 30th of June 2024 and spans the previous 12 months.

Our data combines the data for Exertis Ireland and Macro Evolution Services who, while separately managed, share a Revenue registration and payroll.

OUR DEMOGRAPHICS

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Summary of Results

Mean Hourly Pay Gap	30.30%
Median Hourly Pay Gap	16.10%
Mean Bonus Pay Gap	54.40%
Median Bonus Pay Gap	57.50%
Mean Hourly Pay Gap of Part-Time Employees	8.80%
Median Hourly Pay Gap of Part-Time Employees	20.20%
Mean Hourly Pay Gap of Temporary Employees	n/a
Median Hourly Pay Gap of Temporary Employees	n/a

ALL COLLEAGUES

Our Mean Gender Pay Gap is 30.3%. This is the % difference between the average hourly pay of male colleagues and the average hourly pay of female colleagues. This average is 30.3% higher for males.

Our Median Gender Pay Gap is 16.1%. This is the difference between the median of the hourly pay of male colleagues and the median of the hourly pay of female colleagues. This median is 16.1% higher for males.

While the % of females in senior roles have increased, there is an underrepresentation of females in the more senior, higher paid roles.

BONUSES & BENEFITS IN KIND

78.9% of males received a bonus compared to 78.3% of females, while 14.8% of males received benefits in kind compared to 3.3% of females. The bonus pay gap is in favour of male colleagues whereby the mean and median bonus pay of males is higher than females. It is not unusual for bonus gaps to be higher than hourly pay gaps due to the impact of the demographics i.e. bonus opportunities structured as % of individual salary where more men hold senior positions and are paid higher salaries.

PAY QUANTILES

Proportion of male and female colleagues in each quartile

Male	Female	
80.0%	20.0%	Upper quartile
50.9%	49.1%	Upper middle quartile
45.5%	54.5%	Lower middle quartile
56.4%	43.6%	Lower quartile

INCLUSION AND DIVERSITY AT EXERTIS IRELAND – ACTIONS TO DATE

Development of a clear Inclusion and Diversity Strategy

We developed a clear 3 year I & D Strategy outlining a clear set of actions to create a more inclusive and diverse workplace including addressing gender imbalances

Increase female representation in Senior Roles

While we have increased female representation in our Senior Leadership Team and manager population, we will continue to focus on enabling female progression and encourage females in to more senior roles

Management Training

All senior managers received Inclusive Leadership Training to raise awareness regarding bias and to emphasise the role leaders play in changing the gender balance in their teams.

Inclusive Recruitment

We require diverse candidate pools for all senior and manager roles and ensure external agencies are clear on our commitment to diversity. All managers have received training on unconscious bias, and we use competency-based selection materials for all roles to reduce any potential bias. We are committed to achieving greater gender balance in traditional male dominated functions, such as operations.

We completed inclusive recruitment training for all managers to increase their awareness of our goals and requirements.

Inclusive Workplace

We have developed enhanced Company policies to support the creation of an inclusive workplace including enhancements to our Family and Life Stage Policies.

We have created a Womens' ERG to help identify specific issues impacting women and to create support networks for women in our workplace.



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Talent Development

We have launched an Annual Performance review process to ensure development conversations take place. We track the gender split for internal promotion rates and support female development through equal access to Educational Assistance. We have invested in a programme (the Nexus Programme) which support women leaders and we ensure proportionate representation on our internal development programmes. We have widened our annual talent and succession planning process to include lower levels in the organisation. This identifies high potential females in lower quartiles that can be supported for development. We track and monitor key metrics for gender balance.

Mary Egan

HR Director

December 2024