

A background image of an office interior with large windows and people working at desks. The entire image is overlaid with a semi-transparent blue filter. The text "GENDER PAY" is written in large, bold, white capital letters across the middle of the image.

**GENDER PAY**

# **GAP REPORT - IRELAND**

June 2025

# INTRODUCTION

Here at Onnec we have been extremely focused over the last two years on our Equality, Diversity and Inclusion programme. We have a dedicated EDI focus group who meet on a monthly basis, as well as a Women at Onnec Employee Resource Group. We work very closely with Investors in Diversity who help support our current roadmap and who have endorsed our achievements so far.

One key output from these groups is working on gender diversity and attracting more females to Onnec as we operate in a historically male dominated industry. We also hope to achieve more females working in higher paid roles and to close our gender pay gap.

The senior team are fully committed to making progress on this as we grow.



# GENDER PAY GAP SUMMARY

Gender pay gap figures look at all the people employed in an organisation on the snapshot date (in this case June 2025) and compares the pay of all the women to all the men using a prescribed methodology in line with the Gender Pay Gap Information Act 2021.

This report has used the Gender Pay Gap Information Act’s prescribed methodology when calculating our gender pay gap. The gender pay gap is different from unequal pay.

**The gender pay gap looks at the following areas:**

- The gender pay gap looks at the following areas:
- percentage of men and women in each hourly pay quartile;
- mean (average) gender pay gap for hourly pay;
- median gender pay gap for hourly pay;
- percentage of men and women receiving bonus pay;
- mean (average) gender pay gap for bonus pay; and
- median gender pay gap for bonus pay.
- The proportion of men and women receiving BIK

For the purpose of calculating hourly pay, redundancy payments and reimbursement for expenses such as travel and subsistence are not included.

Ordinary pay is an employee’s gross pay and includes:	Bonus pay includes any rewards related to:
Normal salary Allowances Overtime payments Pay for piece work Shift pay premium Pay for sick leave Any salary top ups for statutory leave like maternity leave/ paternity leave/ parent’s leave Pay during garden leave	Profit sharing Productivity/performance Incentive Commission Long service award with a monetary value Money or Vouchers
Benefit-in-Kind includes any non-cash benefit including:	
Company Car Health Insurance Stock options Share Purchase Scheme	

# GENDER PAY GAP BACKGROUND

What are the metrics?

01

## What is the median?

The median involves listing all the numbers in numerical order. The median is the middle number or a combination of the two middle numbers. The median for both men's and women's hourly pay is calculated and the percentage difference is reported.

02

## What is the mean?

The mean average involves adding up all the numbers and dividing the result by the number of values in the list. The mean average for both men's and women's hourly pay is calculated and the percentage difference is reported.

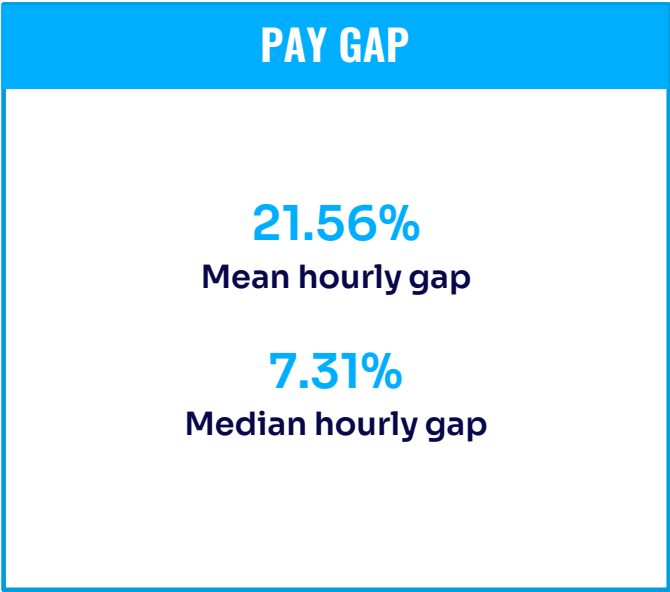
03

## What are the Pay Quartiles?

The distribution of men and women is shown in pay quartiles. In simple terms, these are calculated by splitting the whole workforce into four equal sized bands based on hourly pay, from highest paid to lowest paid. The percentage of men and women is then calculated for each band.

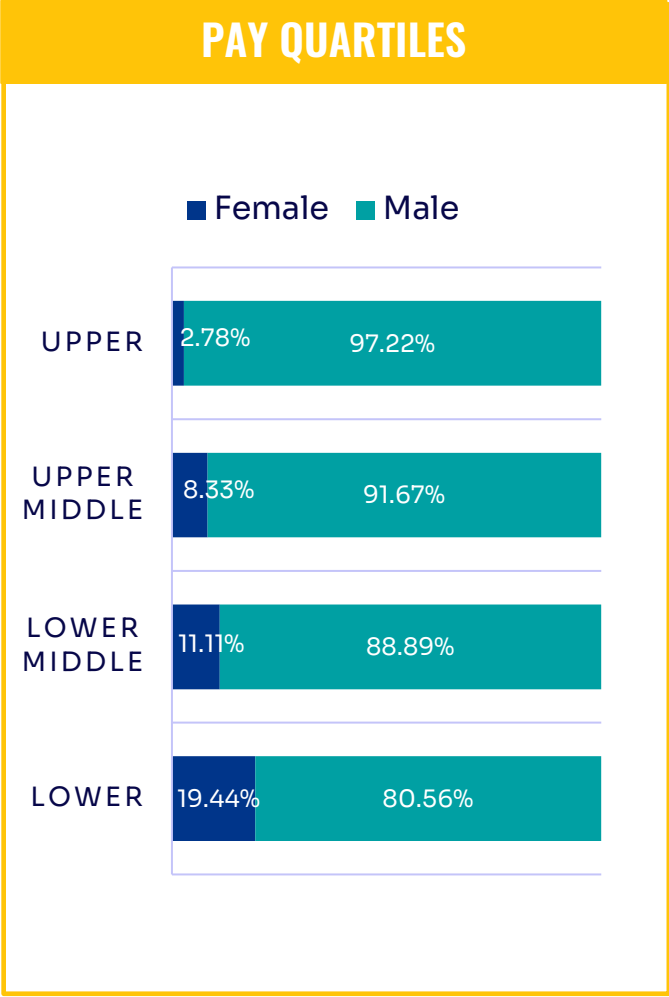
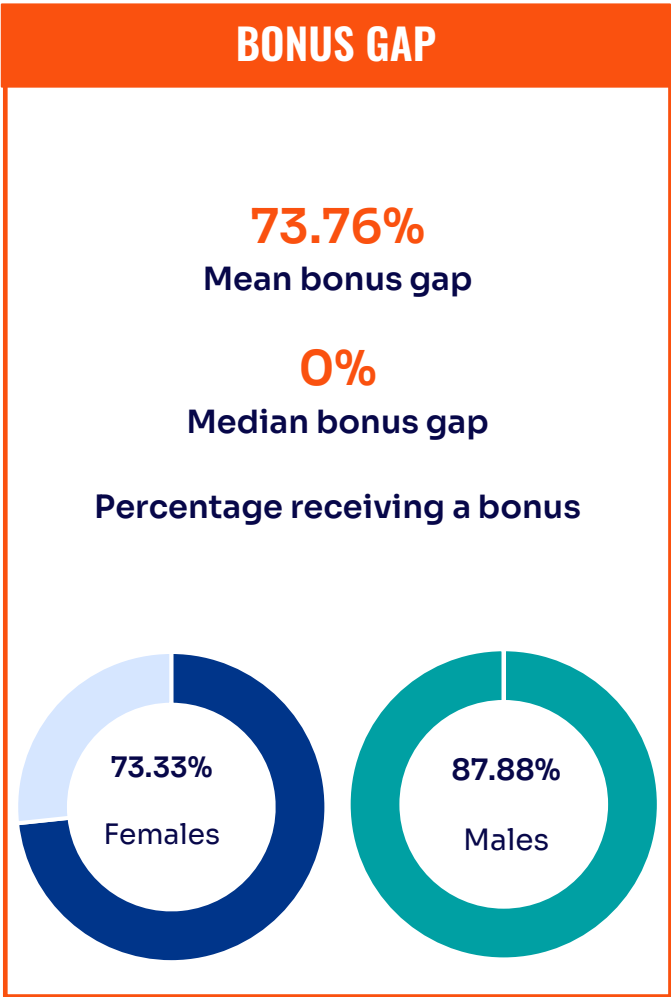
# SUMMARY DASHBOARD

Gender pay gap for Onnec Ireland Limited



Figures based on the following employee numbers





ONNEC Ireland Limited	Relevant employees
Male	132
Female	15
<b>Total</b>	<b>147</b>











# DETAILED DASHBOARD



Gender pay gap for ONNEC Ireland Limited



PAY GAP	
Mean pay	
Hourly rate (€)	
	27.74
	21.76
Median pay	
Hourly rate (€)	
	24.90
	23.08



Key:

 Male
  Female

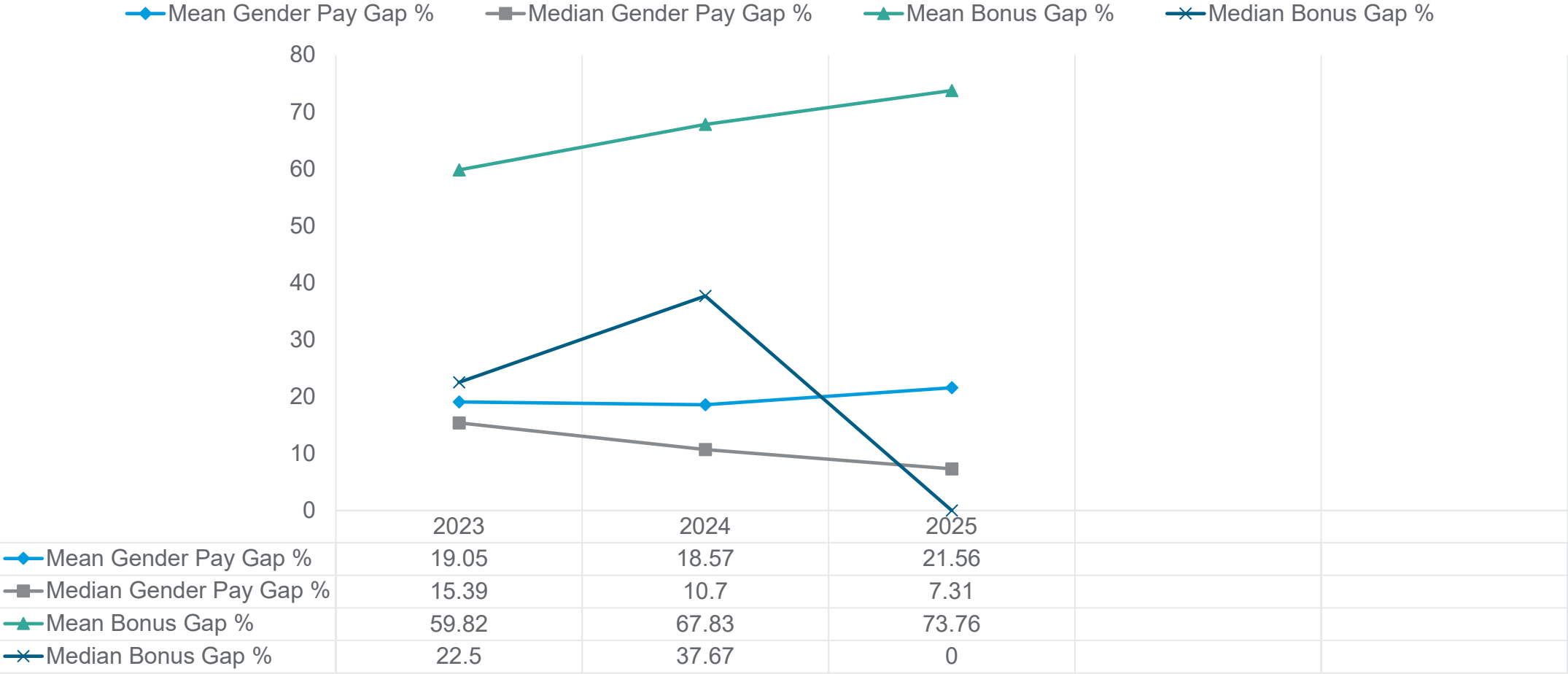
BONUS GAP		
Bonus metrics are calculated on all relevant employees, rather than only the fully paid relevant employees.		
	Relevant employees	Received bonus (%)
	132	87.88
	15	73.33
Total	147	
	Mean (€)	Median (€)
	6,966.85	425.00
	1,828.03	425.00

BIK		
Proportion of men and women that received benefits in kind		
	Relevant employees	Received BIK(%)
	132	40.91
	15	46.67
Total	147	

PAY QUANTILES					
	Employees	Lower	Lower middle	Upper middle	Upper
	364	84	91	98	91
	47	18	12	5	12
Total	411	102	103	103	103

	Employees (%)	Lower	Lower middle	Upper middle	Upper
	88.6	82.3	88.3	95.2	88.3
	11.4	17.7	11.7	4.8	11.7

# ONNEC IRELAND LIMITED'S GENDER PAY GAP TRENDS



# GENDER PAY GAP BACKGROUND

## The statistics

The gender pay gap is calculated as the difference between average hourly earnings of men and women as a proportion of men's average hourly earnings. It is not the difference in pay between men and women for doing the same job.

The gender pay gap is different from unequal pay. Unequal pay is when an organisation pays men and women differently for carrying out equal work.

**The EU Directive on Pay Transparency will give a clearer picture on the accurate gender pay gap.**





# NEXT STEPS

Onnec is committed to the principle of equal opportunities and equal treatment of all employees, and we have clear policies on this. We still have some way to go to improve, and we are taking a wide range of steps to improve gender diversity at Onnec, some immediate and some which will take longer to have an impact on our results. Our agreed actions are:

- Continue to carry out pay and benefits audits at regular intervals.
- Provide regular equality and equal pay training for all managers and others who are involved in pay reviews.
- Review our Bonus Scheme for all staff.
- As part of our EDI Strategy, we have launched a Women In ONNEC Employee Resource Group and are continuing to work through our roadmap and have already achieved Silver status.
- Our recruitment strategy already focuses on equal opportunities for men and women, and we made it part of our talent strategy to encourage more women to our industry. Our HR metrics allow us to continue to monitor the improvements we make in this area.
- Specifically, we will look at:
  - Internal applications and promotion processes to assess whether there is a gender imbalance in our promotions.
  - Monitor whether we are more likely to recruit women into lower paid roles.
  - Assess whether particular aspects of pay, such as starting salaries and incentives differ by gender.
  - Review if we are doing all we can to support part-time employee progression.
  - We have adjusted our exit interview process to better assess drivers of attrition and any gender impacts.

We are committed to closing the gender pay gap in our industry will continue to work hard to improve this.

# THANK YOU

