



EGIS ENGINEERING IRELAND LIMITED

GENDER PAY GAP REPORT 2025

Egis Engineering Ireland Limited Gender Gap Report 2025				
Percentage who received benefits in kind			Mean bonus remuneration pay gap	53%
- Male	0.6%		Median bonus remuneration pay gap	50%
- Female	0.0%			
Percentage who received paid bonuses			Mean hourly pay gap (all employees)	21%
- Male	2.9%		Mean hourly pay gap (part-time employees)	7%
- Female	1.4%			
Hourly Pay Quartiles		Male	Female	Mean hourly pay gap (temporary employees)
- Upper		82%	18%	0%
- Upper Middle		80%	20%	Median hourly remuneration pay gap (all employees)
- Lower Middle		60%	40%	26%
- Lower		59%	41%	Median hourly remuneration pay gap (part-time employees)
				34%
				Median hourly remuneration pay gap (temporary employees)
				0%

Introduction

Egis Engineering Ireland Limited is a consulting engineering firm with offices in Dublin, Cork, Limerick and Castlebar and forms part of the Egis Group, headquartered in Guyancourt, France.

This Gender Pay Gap Report is published in accordance with the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022. These Regulations require Irish organisations with 150 or more employees to report annually on their gender pay gap and related information. Egis Engineering Ireland, registered in Ireland, meets this criterion.

This report provides an analysis of the gender pay gap within Egis Engineering Ireland Limited based on the snapshot date of 30th June 2025. The gender pay gap measures the difference in average earnings between men and women across the organisation, regardless of role or seniority. As a result, organisations with a higher concentration of men in senior or higher-paid roles may record a gender pay gap even where pay parity exists for comparable roles.

Egis Engineering Ireland Limited remains committed to promoting equality, diversity and inclusion across all areas of the business.



Key Findings

Mean hourly gender pay gap (all employees): 21%

Median hourly gender pay gap (all employees): 26%

Mean bonus gender pay gap: 53%

Median bonus gender pay gap: 50%

Proportion of employees receiving a bonus:

Men: 2.9%

Women: 1.4%

Benefits in kind:

Men: 0.6%

Women: 0%

Pay quartiles:

Upper quartile: 82% men / 18% women

Upper middle quartile: 80% men / 20% women

Lower middle quartile: 60% men / 40% women

Lower quartile: 59% men / 41% women

Analysis

The data indicates that a gender pay gap exists within Egis Engineering Ireland Limited, with men earning more on average than women. This outcome is primarily influenced by workforce composition, particularly the under-representation of women in senior and higher-paid roles. This reflects broader, well-documented challenges across the engineering sector, including lower participation rates of women in engineering-related education, from secondary to third level and further and career pathways.



A gender pay gap does not indicate unequal pay for equal work. Egis Engineering Ireland Limited is committed to ensuring that men and women are paid equally for the same or equivalent roles.

Action Plan

To address the gender pay gap and support a more balanced workforce over time, Egis Engineering Ireland Limited continues to focus on the following actions:

1. Promotion of Diversity and Inclusion

Ongoing promotion of inclusive policies and continued support for initiatives encouraging women to enter STEM from secondary level onwards.

2. Career Development and Support

Targeted career development and mentoring opportunities to support progression into senior roles.

3. Equal Opportunities in Recruitment

Fair, transparent and unbiased recruitment practices aimed at improving gender balance across all levels of the organisation.

4. Regular Monitoring and Reporting

Continued monitoring of gender pay gap data and annual reporting to track progress and ensure accountability.

Conclusion

While the gender pay gap figures highlight areas where further progress is required, Egis Engineering Ireland Limited remains committed to taking meaningful action to promote equality and foster a more inclusive workplace.

I confirm that the Gender Pay Gap calculations and the data provided for Egis Engineering Ireland Limited are accurate as of the relevant snapshot date. We remain committed to implementing our action plan and to making sustained progress in reducing the gender pay gap over time.

Mary Doyle

HR Director Egis in Ireland