



# Egis Engineering Ireland Ltd (ROI) Gender Pay Gap Report

Reporting date: 20 December 2024

Snapshot date: 28 June 2024

## Introduction

Egis Engineering Ireland Ltd is a consulting engineering firm with offices in Dublin, Cork, Limerick, and Castlebar. It is part of the Egis Group, which has its headquarters in Guyancourt, France.

This gender pay gap report is published in accordance with the Irish Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022. These require Irish registered companies with more than 150 employees to publish their gender pay gap, along with other prescribed information yearly. Egis Engineering Ireland, registered in Ireland, meets this criterion

Egis Engineering Ireland Ltd is committed to promoting equality and diversity within the workplace. This report provides an analysis of the gender pay gap within our organisation as of the snapshot date, 28 June 2024. The gender pay gap measures the difference in average earnings between men and women across the company, regardless of role or seniority. Consequently, an organisation that has more males in well-paid roles will have a gender pay gap even if there is pay parity between men and women on an individual level.

The total population of Egis Engineering Ireland Ltd at the date of this snapshot 28 June 2024 was 171, broken down as:

- **Men:** 129 / 75%
- **Women:** 42 / 25%

## Key Findings

### 1. Mean Gender Pay Gap

The mean gender pay gap for Egis Engineering Ireland Ltd is 29.68%, indicating that, on average, men earn more than women across the organisation.

### 2. Median Gender Pay Gap

The median gender pay gap stands at 7.76%, showing a disparity in the earnings of men and women at the mid-point of our pay scale.

### 3. Bonus Pay Gap

The bonus payment in Egis Engineering Ireland is confined to a Christmas Voucher bonus payment paid in December 2023.

- **Mean Bonus Pay Gap:** The mean bonus pay gap is 30%.
- **Median Bonus Pay Gap:** The median bonus pay gap is 20%.

### 4. Proportion of Employees Receiving a Bonus

The total population at time of bonus was 164 staff. All staff received a Christmas voucher bonus with the exception of three staff members who had just joined the company.

- **Men:** 98% of men received a bonus, or 124 out of 126 men
- **Women:** 97% of women received a bonus, or 37 out of 38 women.

#### 5. **Benefits in Kind**

- **Men:** 0.0077% - one man received a benefit in kind (a company car)
- **Women:** 0% - no women received a benefit in kind

#### 6. **Pay Quartiles**

The distribution of men and women across four equally sized pay quartiles is as follows:

- **Upper Quartile:** 88% men, 12% women
- **Upper Middle Quartile:** 88% men, 12% women
- **Lower Middle Quartile:** 61% men, 39% women
- **Lower Quartile:** 66% men, 34% women

## Analysis

The data indicates that there is a gender pay gap within Egis Engineering Ireland Ltd, with men earning more on average than women. Several factors contribute to this gap, including the representation of women in senior roles and the national disparity between the number of women and men pursuing engineering-related third-level courses and subsequent careers. Egis has been active in supporting participation of women in STEM at all levels, from secondary to third level and further in careers, the following sets out some specific initiatives.

## Action Plan

To address the gender pay gap, Egis Engineering Ireland Ltd is committed to the following strategies:

### 1. **Promotion of Diversity and Inclusion**

We will continue to promote policies that encourage diversity and inclusion at all levels of the organisation. Continued support of women entering STEM from secondary school level onwards.

### 2. **Career Development and Support**

Providing targeted career development and mentorship programs aimed at supporting women in advancing to senior roles.

### 3. **Equal Opportunities in Recruitment**

Ensuring fair and unbiased recruitment practices that promote gender balance across all levels of the company.

### 4. **Regular Monitoring and Reporting**

We will continue to monitor the gender pay gap regularly and report on progress annually, ensuring accountability and ongoing improvement.

## Conclusion

While the gender pay gap at Egis Engineering Ireland Ltd indicates areas for improvement, we are committed to making necessary changes to promote equality. By implementing our action plan, we aim to reduce the gender pay gap and foster a more inclusive workplace for all employees. I confirm that the Gender Pay Gap calculations and the data provided for Egis Engineering Ireland Ltd as accurate as of the snapshot date, 28 June 2024.

Mary Doyle

HR Director Egis in Ireland

