



# Gender Pay Gap Reporting



**Prodieco**

Advanced Engineering Solutions

# Forward

At Prodieco we are committed to supporting all our People. As a company, we're always striving to create and promote an inclusive and diverse workplace where every individual can thrive. We currently employ over 240 employees, from 20 nationalities across 12 countries but only 8% of our workforce is female and this is an area we do need to focus on. We are committed to increasing our female numbers and closing the gender pay gap and ensuring that every individual, regardless of their gender, can reach their full potential. This report provides a snapshot of where we stand today and serves as a roadmap for our future. This is our first year to produce this report and we look forward to seeing improvements in our numbers in the coming years. As of the end of June 2024, Prodieco's mean gender pay gap is 4% which is a great start as the national mean gender pay gap in Ireland in 2022 was 9.6% according to the Central Statistics Office. At Prodieco we are committed to continuous improvements within our business. This report highlights some of the initiatives we have introduced to address gaps, including new family-friendly policies and the introduction of competency-based career levels.

**Elaine O'Brien**

Head of People & Culture

# What is the Gender Pay Gap?

## Gender pay gap vs equal pay

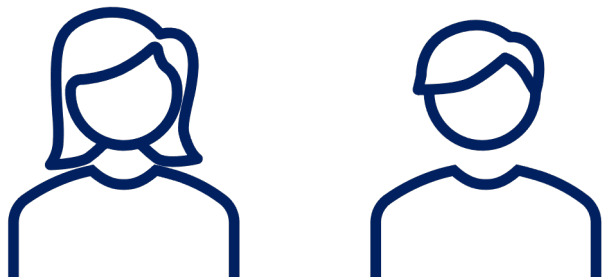
The gender pay gap is not the same as equal pay. Equal pay is our legal obligation, as an employer, to give equal pay for equal work. At Prodieco we regularly review and evaluate our pay practices to ensure all our employees are paid fairly, regardless of their gender.

### Gender Pay Gap

Gender pay gap is the difference between what males and females are paid at all levels. This is measured by calculating the average earnings of both genders.

### Equal Pay

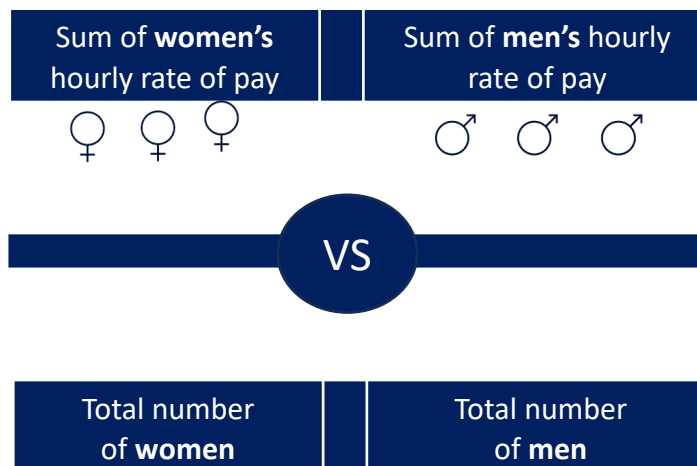
Equal pay measures whether males and females are being paid equally for similar work, qualifications, and experience.



## The gender pay gap calculation

The gender pay gap is calculated by adding up the wages of all relevant employees and dividing the figure by the number of employees. The gender pay gap refers to the difference between what is earned, on average by males and females, based on average hourly earnings of all Prodieco Ireland employees.

### Gender Pay Gap



## Legislative requirements

In line with the Gender Pay Gap Information Act 2021, employers of over 150 employees are required to report their gender pay gap annually, and the measures that are being taken to eliminate or reduce the gap.

Employers are required to take snapshot data from June, and the figures look at the previous twelve months.

Each December, eligible employers must publish a report on their website that details their hourly gender pay gap across a range of metrics.



# The Numbers

1. Mean hourly gender pay gap (all)	4%
4. Median hourly gender pay gap (all)	16%
7. Mean hourly performance related bonus gender pay gap (all)	-14%
8. Median hourly performance related bonus gender pay gap (all)	0%
9. Percentage of employees per gender to receive a performance-related bonus remuneration	100% (M) 100% (F)
10. Percentage of employees per gender to receive benefit-in-kind*	14% (M) 23% (F)
11. Percentage of employees within the lower remuneration quartile	85% (M) 15% (F)
12. Percentage of employees within the lower middle remuneration quartile	88% (M) 2% (F)
13. Percentage of employees within the upper middle remuneration quartile	84% (M) 6% (F)
14. Percentage of employees within the upper remuneration quartile	90% (M) 10% (F)

*\*Employees have the option to choose health insurance or other benefits with some employees not choosing health insurance*

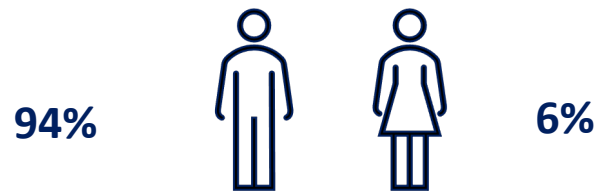
# The Numbers

## Gender Pay Gap

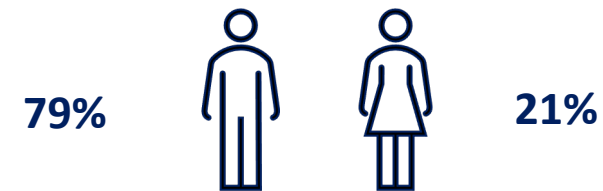
Our Gender pay gap for 2024 is 4% which is a really good start to our journey given that the national pay gap in 2022 was 9.6% our family friendly policies such as paid maternity and paternity leave has helped greatly with our numbers.

## Gender Split by Level

Where we need to focus in 2025 is attracting more females into our business especially at management levels.



**Below Management**



**Management**