

Gender Pay Gap Report

2023



Background and Requirements

The gender pay information Act 2021 requires that organisations report their gender pay gap annual, and the measures that are being taken to reduce the gap.

Employers are required to take snapshot data from a date in June and analyse the figures from the previous 12 months. This is the second year that gender pay gap reporting is required in Ireland. Our Gender Pay Gap report is based on data from a snapshot date of 26 June 2023

As an organisation with greater than 250 people, H&MV is required to report on:

- The difference in mean and median hourly pay between all female and male employees, as well as separate similar statistics relating to parttime and temporary employees.
- The proportion of women and men in each pay quartile.
- The difference in mean and median bonuses paid to female and male employees during the year.
- The proportion of women and men receiving bonuses.
- The proportion of women and men receiving benefits in kind

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 H&MV, we regularly review and evaluate our pay practices to ensure all our employees are paid fairly, regardless of gender.

Our Values



THE FACTORS AFFECTING OUR 2023 GENDER PAY GAPS

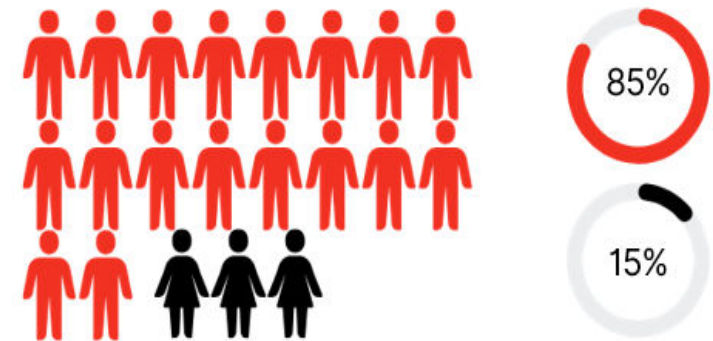
We are pleased to share that we have seen some improvements in our gender pay gap when compared with 2022. The most significant improvement is seen in a reduction of the full-time mean gender pay gap to 20%, improving from 28% in 2022, as well as a reduction in the full-time median gap, reducing from 31% to 27%

Although we are progressing in the right direction, we need to continue to increase the over-all number of female staff, particularly at senior level. This continues to prove difficult in a highly competitive, niche skill-set market

We do not believe that we have an issue in terms of pay equality but the relatively low number of women in our business, and industry, contributes to our gender pay gap. H&MV is successful in attracting female employees for core corporate roles such as Finance, HR, Training, Business Development, Marketing, Document Control, Tendering etc. However, we have a relatively small number of females in senior positions which contributes to the gender pay gap. Unfortunately, this is a common trend across the construction industry as it has been historically male oriented. Through our graduate initiatives and leadership development programme, we will support and encourage female employees to achieve promotions in the organisation.

While we have made a significant effort in recruiting females to our industry and business, we recognise more needs to be done and have action plans in place to recruit and retain females within H&MV and within the industry as a whole.

At our snapshot date, we had 415 employees



CLOSING THE GENDER PAY GAP - H&MV COMMITMENTS



To action this commitment to greater female recruitment in the industry, we continue to:

- Partner with Third Level Educational Providers, Schools & Parents. We aim to develop & promote awareness of STEM programmes and the career opportunities available within the Engineering Industry for Females.
- Furthering the advancement of modules/subjects in Secondary Schools to promote more gender balanced classes.

Flexible Working - H&MV are proud of the opportunities afforded to all employees in the company such as the flexible working conditions to accommodate family and childcare commitments and our focus on inclusion and fairness. We have implemented a number of family friendly policies with the aim of supporting our employees throughout all aspects of their lives. These include paid Maternity and Paternity Benefit for all employees. Our policies are intended to be of benefit to both men and women in sharing the responsibilities of family life.

Equality, Diversity and Inclusion - We understand the importance of Equality, Diversity & Inclusion for our People and Business. We have partnered with the Irish Centre of Diversity to develop our EDI Strategy to ensure all personnel across our business have the knowledge and awareness they need to support, promote and build on our inclusive culture.

Leadership Development - We have improved our approach to talent management and succession planning at leadership level which includes a focus on the diversity of our talent pipeline. In order to support the continual professional development of all our colleagues, we are committed to providing open forums and opportunities for learning and development with a key focus on our newly launched Leadership Development Programme.

Great Place to Work - We recently engaged with Great Place to Work. This survey was sent to all our employees in Ireland to gather their honest feedback and highlight areas we needed to improve on further. We were delighted to have received Certification as a Great Place to Work, We scored very strongly in all categories which we believe reflects our commitment to a fair and inclusive working environment. We are committed to actioning any improvement points following an in depth review of responses.

Women in Engineering - H&MV Engineering offer an Electrical Apprentice Development Programme providing individuals with the opportunity to specialize in the HV Industry. We're committed to creating opportunities for the next generation of female engineers and through our "Women in Engineering" initiative, we're encouraging women to consider exciting and rewarding careers in engineering and build a talent base from which we can recruit in the future.

Sponsorship - Furthermore, we are committed to supporting females across all aspects and have pledged to support several teams in the Limerick Camogie campaign in 2024.

Gender pay gap statistics

- The Figures set out below have been calculated using the standard methodologies used in the Gender Pay Gap Information Act 2021.

Category	Percentage
The Proportion of Males Receiving a Bonus Payment	60%
The Proportion of Females Receiving a Bonus Payment	62%
The Proportion of Males Receiving a Benefit in Kind	15%
The Proportion of Females Receiving a Benefit in Kind	6%
The Mean Gender Pay Gap (All employees)	20%
The Mean Gender Pay Gap (Part time employees)	2%
The Median Gender Pay Gap (All employees)	27%
The Median Gender Pay Gap (Part time employees)	-10%
The Mean Bonus Gender Pay Gap	37%
The Median Bonus Gender Pay Gap	0%

Gender pay gap statistics

- The Figures set out below have been calculated using the standard methodologies used in the Gender Pay Gap Information Act 2021.

Quartile	Males	Females	Description
Q1	83%	17%	Includes a range of administrative roles, secretarial, apprentices and graduate roles.
Q2	78%	22%	Includes jobs primarily at a professional level, with the addition of some nearly qualified apprentice electricians.
Q3	92%	8%	Includes jobs at management or experienced professional level. This band will also include department managers, project managers, electricians.
Q4	95%	5%	Includes jobs with high levels of accountability. These roles include the directors of the company, site managers and department heads.

- Our gender balance is relatively consistent across the quartiles with a majority male demographic, especially in the top quartile / senior levels. This is due to the small number of women with the necessary industry qualification. This has shown an improvement year on year with only 2% in Q4 in 2022.