



GLOBAL
EXPERIENCE
**LOCAL
EXPERTISE**

Gender Pay Gap Report
2024





GLOBAL EXPERIENCE **LOCAL EXPERTISE**

- Section 1: Introduction & About Us
- Section 2: Gender Pay Gap Report Explained
- Section 3: Results & Reasons
- Section 4: Committed to Addressing Our Gender Pay Gap
- Section 5: Path Forward



Introduction & About Us

H&MV Engineering is a leading global provider of Specialist High Voltage Design, Engineering and Construction Services across a variety of key sectors. We operate globally with 20 offices across four regions: Ireland, Europe, the United Kingdom, and India.



Our Mission

Delivering Excellence. Every Time

H&MV Engineering is dedicated to providing specialist energy services that meet the highest international safety and quality standards. We cater to a diverse range of industry and utility sectors worldwide, exceeding client expectations with innovative and sustainable solutions.

Our Vision

Leading the Way in Sustainable Energy Solutions

We envision becoming the world's leading provider of innovative energy services. We are passionate about shaping a sustainable future and driving positive change within the energy sector.

Our Values

Our core values are the foundation of everything we do. They guide our decisions, shape our culture, and inspire us to be the best possible version of ourselves. We believe that working together to build a strong company culture will create an environment where we can all thrive.



Gender Pay Gap Report Explained

What is it?

The gender pay gap is the difference in the average hourly wage of men and women across a workforce.

What it is not?

The Gender Pay Gap report is **not** an equal pay report. It compares the pay of all men and women in an organisation; not just those in similar jobs, with similar working pattern or with similar competencies, qualifications or experience.



Pay Gap

Is the **difference** in average pay between two groups in a workforce.



Equal Pay

Is paying the **same** to all employees for undertaking the same or similar work.

Requirements

The Gender Pay Information Act 2021 requires organisations to report their gender pay gap annually and the measures that are being taken to reduce the gap.

This report is the third Gender Pay Gap Report published by H&MV Engineering, Ireland. Results reported are from 26 June, 2024 and the preceding 12 month period. As an organisation with greater than 150 people, H&MV Engineering Ireland 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.



Results & Reasons

We are pleased to share that we have seen improvements in our gender pay gap when compared with prior years. There has been a reduction in our full-time mean gender pay gap to 17%, this is an improvement from 20% in 2023 and 28% in 2022.

	2024	2023	2022
The Mean Gender Pay Gap (All employees)	17%	20%	28%
The Mean Gender Pay Gap (Part time employees)	-38%	2%	29%
The Median Gender Pay Gap (All employees)	27%	27%	31%
The Median Gender Pay Gap (Part time employees)	-1%	-10%	16%
The Mean Bonus Gender Pay Gap	38%	37%	30%
The Median Bonus Gender Pay Gap	0%	0%	-67%

	2024		2023		2022	
	Males	Females	Males	Females	Males	Females
The Proportion Receiving a Bonus Payment	71%	65%	60%	62%	65%	65%
The Proportion Receiving a Benefit in Kind	24%	19%	15%	6%	13%	10%

Pay quartiles show the gender distribution at different levels in the organisation by dividing all employees into four equal groups based on their pay. H&MV Engineering in Ireland has increased female representation in quartiles 1 (+2%), 2 (+1%), and 4 (+5%) year-on-year. However, the pay quartile data still shows lower female representation in the middle-upper and upper quartiles.



Quartile	Males	Females	Description
Q1	81%	19%	Includes a range of administrative roles, secretarial, apprentices and graduate roles.
Q2	77%	23%	Includes jobs primarily at a professional level, with the addition of some nearly qualified apprentice electricians.
Q3	93%	7%	Includes jobs at management or experienced professional level. This band will also include department managers, project managers, electricians.
Q4	90%	10%	Includes jobs with high levels of accountability. These roles include the directors of the company, site managers and department heads.

Reasons for the Gap

Although we are progressing in the right direction, we need to continue to increase the over-all number of females in our workforce, 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 industry and business contributes to our gender pay gap.

H&MV Engineering is successful in attracting female employees to core functions such as Finance, Training, HR & Recruitment, Business Development, Marketing, Quality & Tendering etc. However, we have a relatively small number of females in senior positions in our larger functions of operations and engineering which contributes to the gender pay gap. Unfortunately, this is a common trend across our 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 Engineering and within the industry as a whole.



GLOBAL
EXPERIENCE
**LOCAL
EXPERTISE**

Committed to Addressing Our Pay Gap

H&MV Engineering acknowledges these results and is aware of the disparities highlighted in this report. We understand that addressing these imbalances can help accelerate business growth. With a lot done and more to do, we are proud of the 11% overall gender pay gap improvement since 2022. We will continue to address the gap through below key areas:

Career Development and Leadership Pathways

We have ambitious plans to develop our people as our business grows. We aim to support all employees in their career development through various programs and offer more training in areas such as leadership and management. It is crucial that we continue to support, sponsor, and mentor everyone at H&MV, especially our female cohort.

Early Careers

We have made significant progress with our early careers cohort. Over the past 12 months, we welcomed our first group of female apprentices and have achieved 18% female representation in our graduate and co-op cohort. We actively engage with schools and universities to promote STEM careers. We will continue our efforts at these levels and maintain our community partnerships.



GLOBAL EXPERIENCE **LOCAL EXPERTISE**

Conscious Hiring

This year, we introduced training and tools for our hiring teams to address unconscious bias and promote conscious hiring. We encourage our teams to recognise the benefits of diverse teams and to address imbalances wherever possible.

Equality, Diversity and Inclusion

We recognise the importance of Equality, Diversity, and Inclusion for both our people and our business. To develop our Diversity & Inclusion Policy and Strategy, we have partnered with the Irish Centre of Diversity. This partnership ensures that all our employees have the knowledge and awareness needed to support, promote, and enhance our inclusive culture.

Flexibility

H&MV Engineering is proud of the opportunities we provide to all employees, including flexible working conditions to accommodate family and childcare commitments. We focus on inclusion and fairness and have implemented several family-friendly policies to support our employees in all aspects of their lives.



Path Forward

At H&MV Engineering, we recognise that a diverse and inclusive workforce is essential for accelerating growth.

To progress, innovate, and improve standards, our workplace needs representation at every level. We are committed to building a vibrant organisation that values gender, nationality, educational background, and sexual orientation.

We are aware of the challenges in achieving gender balance within our organisation and sector. Our Diversity & Inclusion Policy, along with this report, serves as a tool to promote an inclusive working environment for everyone, regardless of gender, background, or ethnicity.

