



## EWL Electric Ltd Gender Pay Gap Reporting 2024

In 2024 legislation was introduced that requires employers in the Republic of Ireland with 150 or more employees to calculate and publish their gender pay gap.

Under the gender pay gap regulations, employers are required to choose a snapshot date in June as the basis for reporting. On our chosen snapshot date, 30th June 2024, there were 153 employees at EWL Electric Ltd.

Employers are required to report the following key figures relating to their gender pay gap:

- The mean and median hourly pay gap between men and women for
  - all employees
  - part-time employees
  - temporary employees
- The mean and median bonus pay gap between men and women for all employees
- The distribution of men and women within pay band quartiles
- The proportion of men and women receiving
  - a bonus
  - benefits in kind

### Gender pay versus equal pay

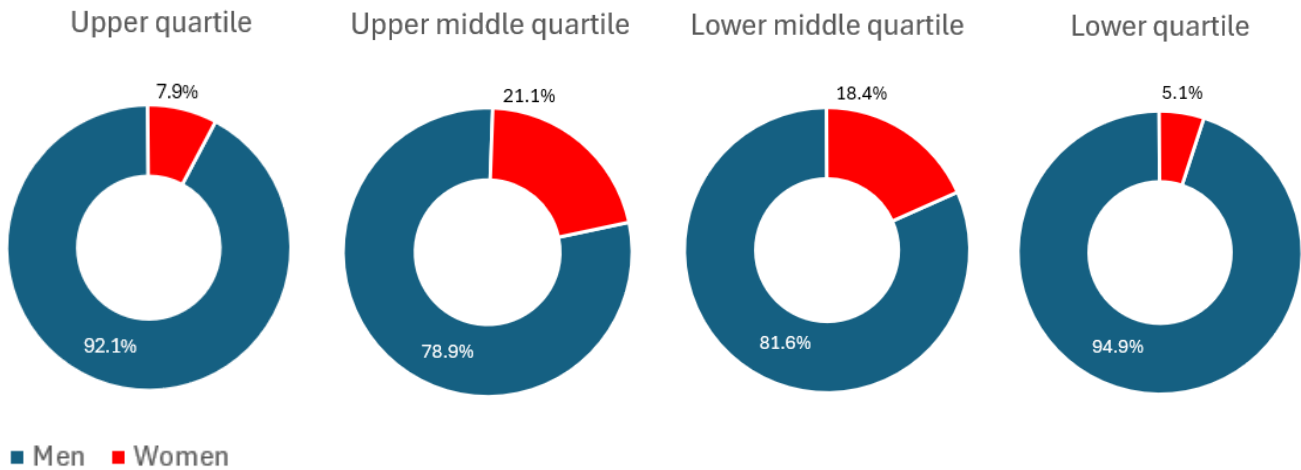
The gender pay gap shows the difference in the average pay between all men and women across a whole organisation regardless of their roles. This is not the same as equal pay. Equal pay deals with pay differences between men and women who carry out the same or similar roles, or work of equal value. The factors influencing the gender pay gap include the distribution of men and women between grades, experience, tenure and geographic location.

### Gender pay gap at EWL Electric Ltd

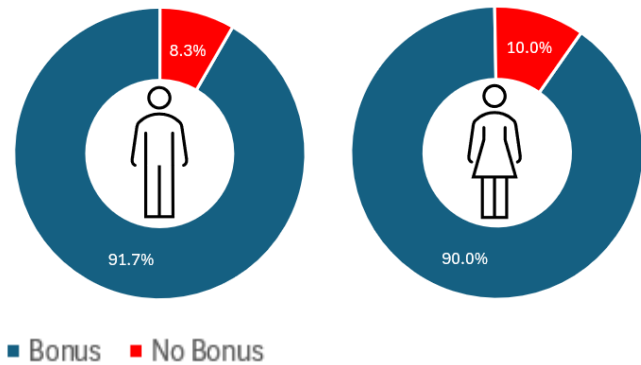
| Gender Pay Gap Information     | Mean   | Median |
|--------------------------------|--------|--------|
| Pay gap – all employees        | 8.9%   | -7.7%  |
| Pay gap – part-time employees  | 3.6%   | -34.9% |
| Pay gap – temporary employees* | 100.0% | 100.0% |
| Bonus gap – all employees      | 23.2%  | -8.8%  |

*\*During the snapshot date there was only one male and no female part-time employees.*

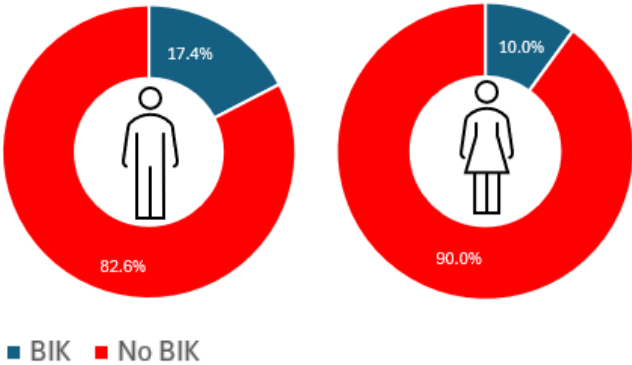
### Pay band quartiles: proportion of men and women in each pay quartile



### Proportion of men and women receiving a bonus



### Proportion of men and women receiving benefits in kind





### **Understanding our gender pay gaps**

The main cause of our pay gaps in favour of men is the demographic profile of our workforce, which is predominantly male across the business, including the most senior roles. This is reflective of the distribution and construction sectors in general, which typically employ more men than women.

EWL Electric Ltd supports the local communities in which we operate. To this end we are keen to reflect the local populace by improving diversity within our workforce, particularly in senior and managerial roles. The Company is committed to providing equal opportunities at work, regardless of gender.

We pay and reward our colleagues according to their job role, experience and length of service. Our bonus pay gap is impacted by the relative seniority of men compared to women within EWL Electric Ltd. We are confident that both the bonus eligibility criteria and the basis on which they are awarded are fair and non-discriminatory.