



Gender Pay Gap Report 2024

SGS IRELAND LIMITED

SGS

Introduction

SGS Group are recognised as the world’s leading, testing, inspection, and certification company. As an affiliate, SGS Ireland have been active in Ireland for over 40 years, with a network that currently spans 40 locations across Ireland, with an employee base of over 480 people. The associated companies that fall into scope for this report are SGS Ireland Limited, SGS International Services Laboratory (ISL), SGS Gas Analysis Services Limited and Walk Meadow Limited/ trading as Safe Electric Ireland.

The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. Organisations with over 150 employees must show whether there are differences in such remuneration referable to gender, the reasons for such differences, and the measures (if any) proposed or taken to reduce such differences.

THE GENDER PAY GAP VS EQUAL PAY

While men and women may be paid fairly, there can still be a gender pay gap. This report should not be confused with equal pay, which specifically addresses the disparity in pay for individuals of different genders performing the same job. The gender pay gap, on the other hand, provides a raw comparison of average pay between all men and women within the organisation, without taking into account factors like education, shift differentials, performance reviews, and others that typically influence pay discrepancies.

This report covers the 2023-24 reporting cycle with an employee population at the time of 480 of which 254 were female and 226 were male, using a snapshot date of 21 June 2024.

WHAT WILL ORGANISATIONS REPORT ON?

a. the difference between the **mean hourly remuneration** of male employees and female employees expressed as a %

b. the difference between the **median hourly remuneration** of male employees and female employees expressed as a %

c. the difference between the **mean bonus remuneration** of male employees and female employees expressed as a %

d. the difference between the **median bonus remuneration** of male employees and female employees expressed as a %

e. the difference between the **mean hourly remuneration** of part-time male employees and part-time female employees as a %

f. the difference between the **median hourly remuneration** of part-time male employees and part-time female employees as a %

g. the percentage of all male employees who were paid a bonus and the percentage of all female employees who were paid a bonus

h. the percentage of all male employees who received benefits in kind and the percentage of all female employees who received such benefits

i. The difference between the **mean hourly remuneration** of male employees on *temporary contracts and that of female employees expressed as a %

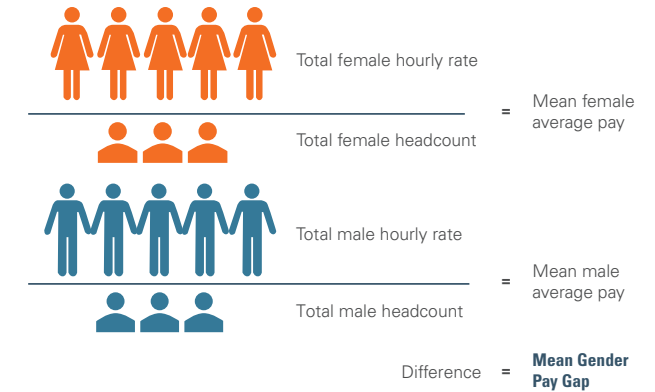
j. The difference between the **median hourly remuneration** of male employees on *temporary contracts and that of female employees on such contracts expressed as a %

k. Quartile pay bands, The proportion of male and female employees in the lower, lower-middle, upper-middle and upper quartile pay bands

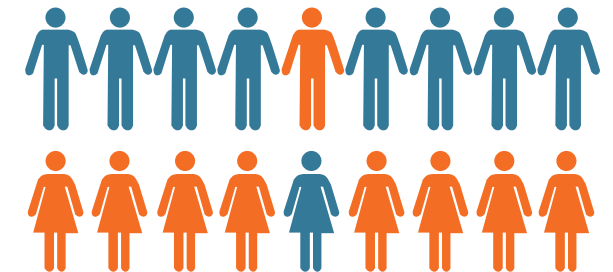
**(It should be noted that the guidance published by the Department implies that those who are not employed on a Contract of Indefinite Durations on the snapshot date are employed on a temporary contract)*

DEFINITIONS

Mean – The mean gender pay gap is the difference in the average hourly pay for women compared to men within an organisation.



Median – The median represents the middle point of a population. The median pay gap is the difference between hourly pay rate for the middle female employee population compared to the middle male employee population.



Our results

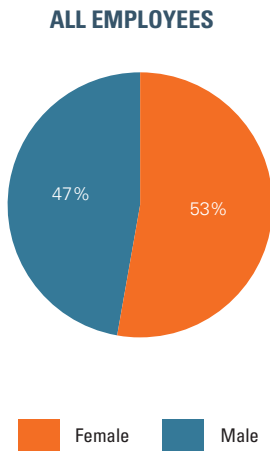
Finding the mean pay gap - To do this we add all the hourly pay rates of our female employees and divided that by the number of women in the organisation (254). We repeated this calculation for the male employees (226). We also used the same calculation for our Part Time and Temporary workers of both genders. The resulting difference is the Mean Gender Pay Gap.

To find the Median pay gap - We ranked our employees by their hourly rate lowest to highest. We then compared the rate at the middle point of our female employee population of 254 and repeated this with the middle point of our male employee population of 226. The resulting difference is the Median Gender Pay Gap.

DIFFERENCE IN PAY BETWEEN MALE AND FEMALE EMPLOYEES (MEAN AND MEDIAN GENDER PAY GAP)

	2022/23	2023/24
Mean Pay Gap	12%	12%
Median Pay Gap	23%	25%

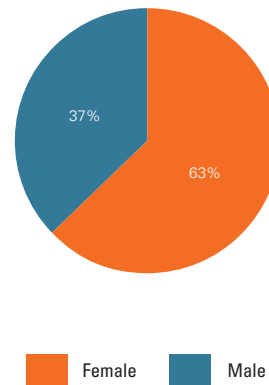
Mean Pay - Our findings revealed that the average pay for male employees remained at 12% which is in line with the previous reporting period. While there is still work to be done in achieving greater gender mean pay equality, it is encouraging to see that progress has been made in maintaining it at its current level.



Median Pay – Our findings indicated that the male employee in the middle of the male population pay range experienced a slight increase of 2% compared to the female employee in the middle of the female population pay range. – In June, our workforce had a gender distribution of 53% female and 47% male, with 60% female representation in the lower and middle quartiles compared to 40% male in the same quartiles.

Median & Mean Temporary – The analysis of our temporary employee population has revealed encouraging and positive results. We have observed a significant reduction in the median pay disparity, which has decreased by 8% from the previous reporting period (22/23). This is a marked improvement that demonstrates our ongoing commitment to diversifying our attraction and recruitment methods. Moreover, the mean pay gap has also shown a promising trend, with a decrease to 4% when compared to the previous reporting period (22/23). While we recognise these improvements, our analysis also indicates this area still requires attention. Currently, there is a higher number of females employed on temporary contracts within our organization, with 124 females compared to 73 males. Although this may be indicative of societal trends, we acknowledge the need for more balanced gender representation across these types of employment contracts.

TEMPORARY CONTRACTS



Median & Mean Part Time – Our analysis of our part-time employee population revealed a 0% disparity in median pay, indicating that the middle-ranking female and male employees received the same pay when working part-time.

This finding remains consistent with the previous reporting period. However, the mean pay gap for part-time employees showed a decrease to -34% compared to the last reporting period (22/23), this decrease is attributed to an increase in male employees opting to work part-time and/or applying to work in part time positions.

DIFFERENCE IN PAY BETWEEN MALE AND FEMALE TEMPORARY EMPLOYEES (MEAN AND MEDIAN GENDER PAY GAP)

	2022/23	2023/24
Mean Pay Gap	7%	4%
Median Pay Gap	10%	2%

DIFFERENCE IN PAY BETWEEN MALE AND FEMALE PART-TIME EMPLOYEES (MEAN AND MEDIAN GENDER PAY GAP)

	2022/23	2023/24
Mean Pay Gap	-77%	-34%
Median Pay Gap	0%	0%

The Bonus gap signifies the difference between bonuses paid to male and female employees, all employees were included in our calculations including those not in receipt of a bonus.

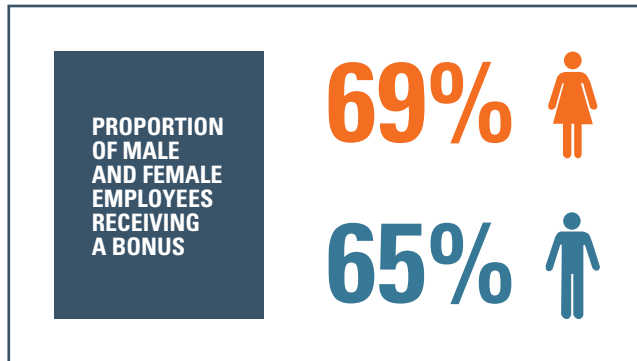
The proportion of female employees who received a bonus stood at 69%, which was slightly higher than the 65% of male employees who received a bonus.

The average Bonus Gap stands at 44% primarily due to there being fewer females represented in the Upper and Upper Middle quartile pay ranges, where these positions tend to attract higher contractual bonus elements based on seniority, tenure and skill set.

The disparity in median bonus pay has reduced slightly. The analysis of the employee population’s median bonus pay shows a 2% decrease compared to the previous reporting period.

DIFFERENCE IN BONUS PAY BETWEEN MALE AND FEMALE EMPLOYEES (MEAN AND MEDIAN BONUS GENDER PAY GAP)

	2022/23	2023/24
Mean Pay Gap	31%	44%
Median Pay Gap	61%	59%



OUR WORKFORCE AND PAY QUANTILES

SGS Ireland’s gender pay gap data was taken from snapshot date 21 June 2024. At the time of the report there were 480 people working within our organisation: 254 Women (53%) and 226 Men (47%)

Each pay quartile represents 25% of our total workforce ranked by total hourly pay.

	2022/2023	COUNT	PERCENTAGE	2023/2024	COUNT	PERCENTAGE
Upper Quartile	Male	71	58%	Male	68	57%
	Female	51	42%	Female	52	43%
Upper Middle Quartile	Male	63	52%	Male	62	52%
	Female	59	48%	Female	58	48%
Lower Middle Quartile	Male	57	47%	Male	53	44%
	Female	65	53%	Female	67	56%
Lower Quartile	Male	45	37%	Male	43	36%
	Female	78	63%	Female	77	64%

The proportion of male and female employees in the lower, middle, upper-middle, and upper quartile pay bands.

Understanding the Gap

At the snapshot date of 21 June 2024, 36% of our total workforce was made up of hourly paid staff of which 60% of those were female. Our findings continue to show that these positions with hourly pay tend to receive more applications from women who are seeking to re-enter the workforce or find a contract that aligned with their personal needs. Additionally, our Mean and Bonus Gap is largely driven by a higher number of men in senior positions with greater tenure along with significantly low participation in our technical, craft and engineering roles with currently only 9% of female participation in these roles.

The Median Pay Gap increased to 25% with men typically earning the median hourly pay in the upper middle quartile, while women tend to earn the median hourly pay in the middle quartile. This again highlights the disproportionate representation of women in roles in the lower and middle quartiles, when we look at the data the assumption remains that gender roles and behaviours are influenced by cultural and societal factors, which in turn can impact career choices and job preferences. These factors often contribute to a lower number of women opting to apply for higher-paying full-time positions within our organisation.

All our employees regardless of position or length of service receive benefit in kind (BIK) such as our Employee Assistance Program, Uniforms etc.

Bridging the Gap

At SGS Ireland, we strive to ensure that all employees have equal opportunities for recognition, professional growth, and a fair and equitable work environment. We remain committed to continuously evaluating our workforce to ensure it reflects the wider community in terms of gender, race, and diversity.

The company has committed to developing a strategic talent development plan to identify measures (if any) and put them in place to ensure equality of opportunity and professional development at all levels of the organisation. Supports are already in place including a range of family friendly and flexible working options and we will continue to work in this area. The Company is dedicated to developing and strengthening its relationships with our academic partners and champion our intern and apprenticeship programs.

We recognise that promoting diversity will need inclusive leaders who are committed to achieving gender equality. To enhance our inclusive leadership capabilities, we will build our leadership programmes to include training and coaching initiative for new managers. Additionally, we will focus our efforts on ensuring equal opportunities for progression within our succession plans, our aim being to expand the female talent eligible for senior positions within our Company.

We will continue to review our existing employee related policies including inclusion and diversity to ensure they are fit for purpose and reflected in practice.

Declaration

We confirm that the figures contained within this report are accurate and have been calculated in line with The Gender Pay Gap Information Act 2021.



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