

Gender Pay Gap Report 2024

INTRODUCTION

Hanley Calibration was established in 1992, initially as a provider of calibration services to satisfy the demands of ISO 9000 to the pharmaceutical, food, manufacturing and utilities industries. In 1993, we became the first company in Ireland to receive certification to ISO9001 for the provision of calibration services.

Over the last 30 years, we have since developed and expanded our services to meet the demands of our customer base.

Today, we provide a comprehensive range of Calibration, Validation and Resource hire services to a wide range of industry sectors, including Pharmaceutical, Medical device, Food & beverage, Manufacturing, Utilities, Aerospace and Oil and Gas.

With over 240 employees consisting of engineers, technicians and administrators of varied worldwide experience and skillsets, we are able deliver a comprehensive range of services to our customers.

Our three key delivery pillars are in Calibration, Validation and Technical Resource Hire.

GENDER PAY GAP

When reviewing the Gender Pay Gap, it is important to know the difference between this and Gender Pay Equity.

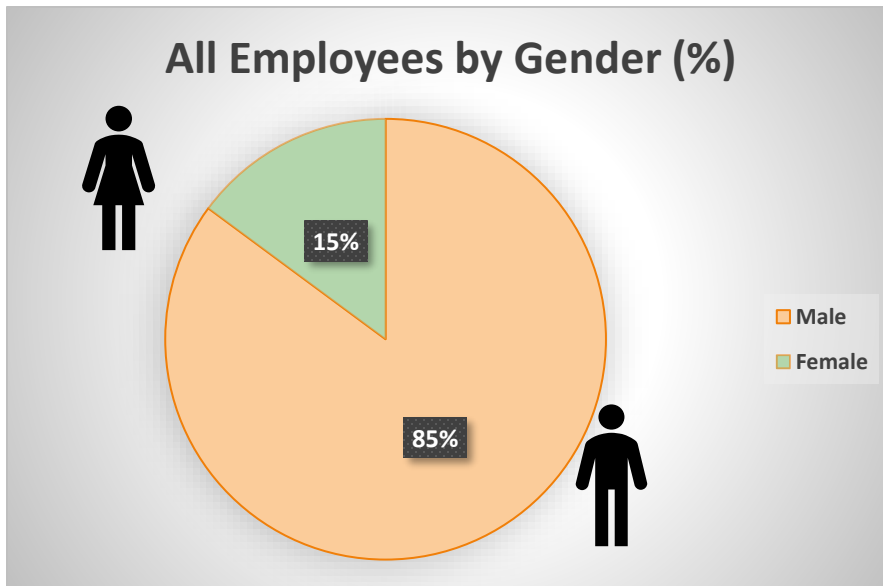
Gender Pay Equity: relates to employees who perform the same role with the same responsibilities, skills and experience and are paid equally regardless of their gender.

Gender Pay Gap: indicates the difference in the average pay between male and female employees within an organization irrespective of the role they perform.

Our snapshot date as of June 2024 is where we have collected all relevant data related to the remuneration of all Hanley Calibration employees.

This report will outline our own gender pay gap statistics and the key measures we plan to implement for an equitable workplace for all employees.

OUR DATA



We employ approximately 242 employees across Ireland and our two offices in Cork and Dublin, **85%** of these employees are male and **15%** are female.

HOURLY PAY GAP:

12.71% Overall Mean – (ref. Note 1)

21.22% Overall Median – (Ref. Note 2)

Note 1: The mean figure shows the average hourly rate of pay for male employees was 12.71% higher than the average hourly rate for female employees during the relevant pay period.

Note 2: The median figure shows that at the mid-point of pay, male employees are paid 21.22% more than the female employees.

The above percentages compare the average hourly pay for females and males. Our figures are due to a variety of factors, the key factor being the greater representation of men in the organization in comparison to that of women, in particular more men in technical and senior level roles.

BONUS GAP:

- Percentage of employees receiving a bonus



Men 87.8%



Women 88.8%



-9.9% Overall Mean (ref. Note 3)



0% Overall Median (ref. Note 4)



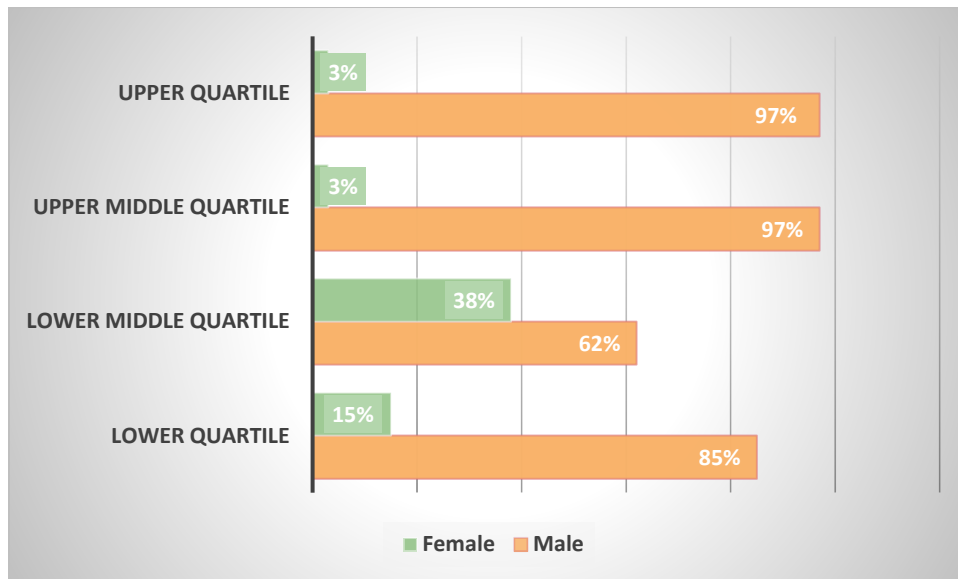
Note 3: The figure above shows that female employees receive a slightly higher (i.e. 9.9%) bonus pay than that of male employees, as women are paid some of the highest awards.

Note 4: The 0% median figure shows that there is no gap between the mid-point bonus pay, as this is an equal figure for all employees.

These figures compare bonuses for female and male employees. An employee bonus value is determined by their work performance within their role.

QUARTILES:

The below figures show the distribution of men and women’s pay, based on income quartiles. These are calculated by splitting our workforce into four equal-sized groups from the highest to lowest quartile.



Overall, there are predominately more men in the company than women, with more men in both senior and technical positions hence the high percentage in each quartile. The female distribution has the highest percentage in the lower middle quartile with these positions varying between administrative and technical roles. The key reason for the difference in each quartile is occupational segregation.

OUR ACTION

The management and technical roles are predominantly undertaken by men, and therefore are on average higher paid roles. The majority of female employees have a greater representation in the administrative roles and therefore on average are less in comparison.



Our aim is to reduce this gap significantly. We believe by taking the following actions, we can improve the gap within our company:

- **Recruitment:** Continue to review and assess our recruitment process ensuring it is designed to attract and retain more female talent.
- **Support:** Our existing female employees in the areas of management and career progression, encouraging equal opportunities.
- **Promoting:** Continue to promote and engage with potential female employees who are interested in a career in engineering, through career expos at secondary and third level education.
- **Talent Review and Succession Plan:** This will enable us to assess our current talent, improve the areas where needed, and allow for growth and promotion.
- **Transparency:** Ensure that salaries paid to employees are fair and equal for working similar or like jobs. We will review and manage our pay gap in order to provide a greater equality for all genders.
- **Flexibility:** Offer flexible working arrangements that support our employees who have family/caring responsibilities and where possible allow for remote working.
- **Development:** Continue to ensure all our employees have access to, and are aware of all training and learning opportunities they can avail of which will contribute to their career progression.

As a company we are committed to monitoring and managing our practices to ensure that we are fair and equitable.

