

GENDER PAY GAP REPORT 2025

INTRODUCTION

Established in 1992, Hanley Calibration began as a specialist provider of calibration services, supporting the growing demand for ISO 9000 compliance across the pharmaceutical, food, manufacturing, and utilities industries.

In 1993, we achieved a major milestone by becoming the first company in Ireland to receive ISO 9001 certification for the provision of calibration services.

Over the past 30 years, we have continued to grow and evolve, expanding our capabilities and service offerings to meet the changing needs of our customers while maintaining the highest standards of quality and reliability.

Today, Hanley Calibration provides a comprehensive range of Calibration, Validation, and Technical Resource Hire services to a broad spectrum of industry sectors, including Pharmaceutical, Medical Device, Food & Beverage, Manufacturing, Utilities, Aerospace, and Oil & Gas.

With a team of approximately 222 professionals including engineers, technicians, apprentices and administrators with diverse international experience and expertise; we deliver high-quality, reliable, and customer-focused solutions.

Our operations are built on three key delivery pillars:

- Calibration
- Validation
- Technical Resource Hire

GENDER PAY GAP

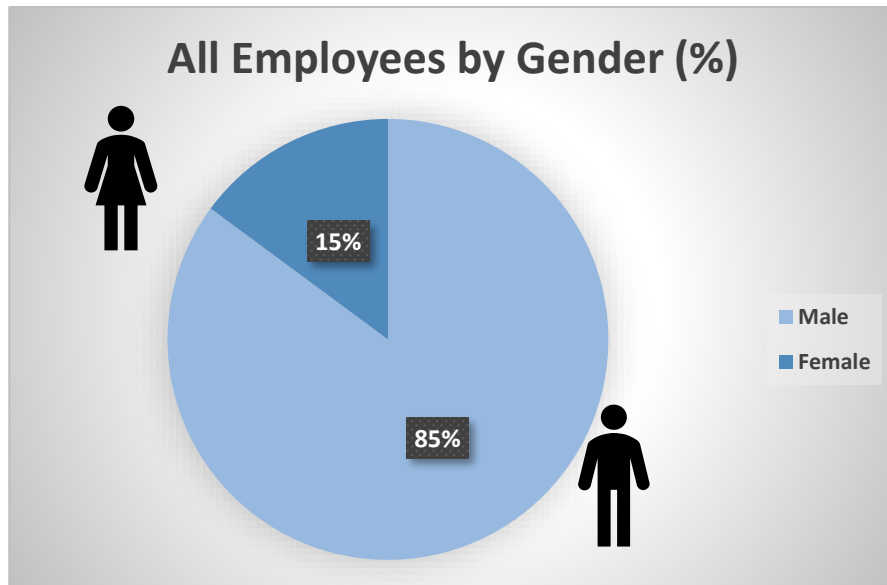
When reviewing the Gender Pay Gap, it is important to distinguish between Gender Pay Gap and Gender Pay Equity:

- **Gender Pay Equity** refers to ensuring that employees who perform the same role, with the same responsibilities, skills, and experience, are paid equally regardless of gender.
- **Gender Pay Gap** reflects the difference in the average pay between male and female employees across an organisation, irrespective of their role or position.

Our snapshot date, as of June 2025, marks the point at which all relevant data relating to the remuneration of Hanley Calibration employees was collected.

This report presents our Gender Pay Gap statistics and outlines the key initiatives and actions we are implementing to promote fairness, transparency, and equity in our workplace for all employees.

OUR DATA



Hanley Calibration employs approximately **222 team members** across our Cork and Dublin offices in Ireland. While our current workforce is approximately **85% male** and **15% female**, we remain committed to promoting greater gender diversity across all areas of our business.

HOURLY PAY GAP:

15.4% Overall Mean – (Ref. Note 1)
12.7% Overall Median – (Ref. Note 2)

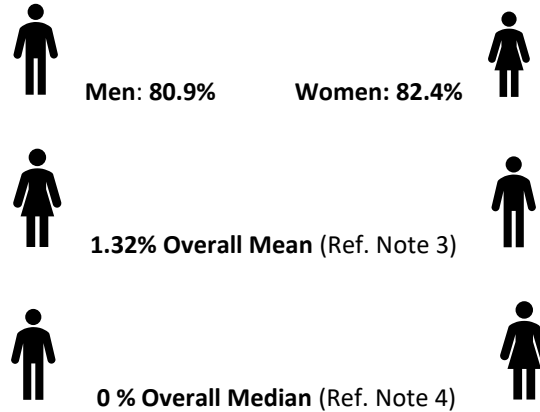
Note 1: The mean gender pay gap indicates that the average hourly rate of pay for male employees was 15.4% higher than that of female employees during the relevant pay period.

Note 2: The median gender pay gap shows that, at the midpoint of pay distribution, male employees earned 12.7% more than female employees. This represents a significant improvement compared to the 2024 reporting period.

The above percentages reflect the average hourly pay comparison between male and female employees. These figures are influenced by a variety of factors, the most significant being the higher representation of men within the organisation, particularly in technical and senior-level roles. where higher pay bands typically exist.

BONUS GAP:

Percentage of employees receiving a bonus



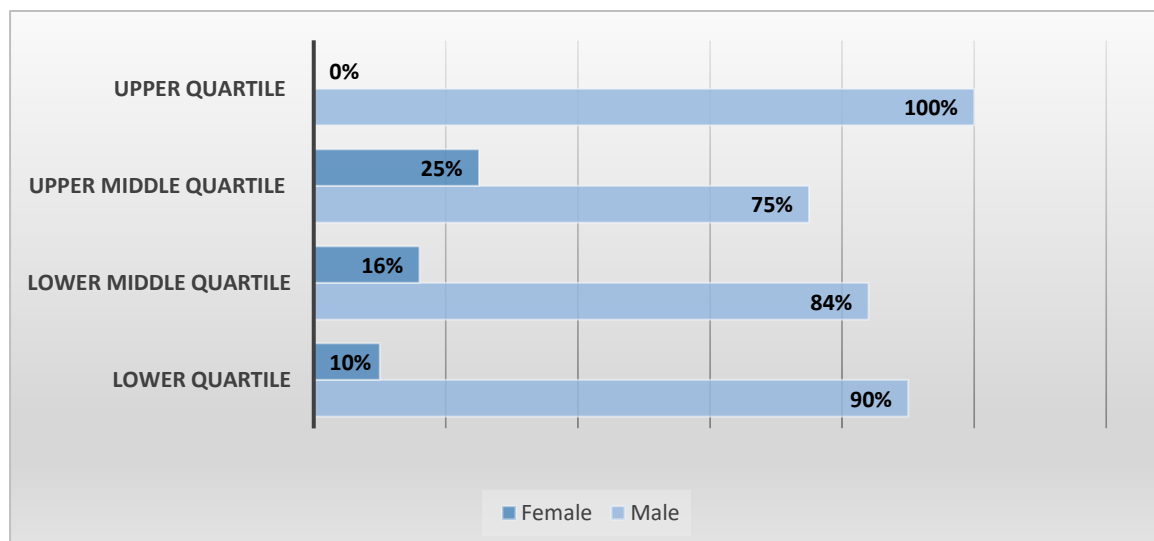
Note 3: The mean figure indicates that female employees receive a slightly lower (1.32%) average bonus compared to male employees. This variance primarily reflects differences in role types and seniority levels, where higher-value performance bonuses are more common in senior technical and management positions — roles that are currently more male-dominated.

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

These figures compare bonuses for female and male employees. Bonus amounts are determined by individual work performance, achievement of objectives, and overall contribution within each role.

QUARTILES:

The figures below illustrate the distribution of male and female employees across income quartiles. These quartiles are calculated by dividing our workforce into four equal sized groups, ranging from the highest to the lowest pay bands.



Overall, men make up the majority of our workforce, particularly in senior and technical roles, which is reflected in the higher proportion of men across all pay quartiles. Female employees are most represented in the lower-middle quartile, holding a combination of administrative and technical positions. These differences across quartiles largely reflect occupational segregation, highlighting the variation in roles and responsibilities within the organisation.

This quartile breakdown provides a clear view of the gender distribution across pay levels, helping to identify areas where we can continue to focus on improving balance and opportunities for all employees

ACTIONS TO ADDRESS THE GENDER PAY GAP

At Hanley Calibration, we are committed to creating a workplace where all employees have equal opportunities to develop, progress, and be rewarded for their contributions. While our gender pay gap reflects the current distribution of men and women across roles within our organisation, we recognise the importance of taking proactive measures to achieve greater gender balance, particularly within technical and senior-level positions.

To address this, we are implementing the following key actions:

1. Attracting More Women into Technical Roles

We will continue to actively promote Hanley Calibration as an inclusive employer by:

- Strengthening our partnerships with educational institutions to encourage more women to pursue careers in STEM disciplines.
- Showcasing female role models within our business through career fairs, outreach programmes, and company communications.
- Ensuring that our recruitment materials and job descriptions use inclusive language to appeal to a wider pool of applicants.

2. Supporting Career Development and Progression

We are committed to ensuring all employees have equal access to progression opportunities by:

- Providing structured training and mentorship programmes to support career development for all employees, with a focus on encouraging women to move into senior and leadership roles.
- Reviewing our promotion and performance review processes to ensure they are transparent, consistent, and free from bias.

3. Monitoring and Reviewing Pay Practices

We will continue to regularly review our pay structures to ensure fairness by:

- Conducting annual gender pay reviews to monitor progress and identify any emerging trends or areas for improvement.
- Benchmarking pay and benefits to ensure equitable reward structures across comparable roles.

4. Promoting Flexible and Inclusive Working Practices

We recognise the importance of work-life balance and its role in supporting gender equality. To enhance this, we will:

- Continue to offer and promote flexible working arrangements where possible.
- Support employees returning from parental leave to reintegrate successfully into their roles and maintain their career trajectory.

5. Ongoing Communication and Accountability

We will continue to foster an inclusive workplace culture by:

- Sharing our gender pay gap results and progress with all employees annually.
- Holding our leadership team accountable for driving measurable improvement in gender representation and equality.

CONCLUSION

At Hanley Calibration, we are proud of the diverse and talented workforce that underpins our success. While our gender pay gap reflects the current gender balance across technical and senior positions, we are committed to reducing this gap through continued focus, transparency, and action.

By promoting equal opportunities, supporting development, and encouraging diversity at every level, we aim to build a more balanced and equitable organisation where all employees can thrive and reach their full potential.



+353 (0)21 452 0220



sales@hanleycalibration.com



www.hanleycalibration.com

Technology House, Wallingstown, Little Island, Co. Cork, Ireland
Brent House, Swords Business Park, Seatown Rd, Mountgorry, Swords, Co. Dublin