



# 2023

## Gender Pay Gap Report.

**Rethinking** Water

# About Gender Pay Gap

## What is the Gender Pay Gap (GPG)?

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

The report does not indicate discrimination, bias or an absence of equal pay for equal value work, but it does report a gender representation gap and the report will capture whether women are equally represented across the organisation.

## Is the Gender Pay Gap the same as Equal Pay?

No. Equal pay is not the same as the gender pay gap. The difference in the average hourly wages earned by men and women throughout a workforce is known as the gender pay gap.

The gender pay gap is calculated by determining the mean and median salaries of male and female employees at each organisation and is the difference between what male and female employees are paid at all levels.

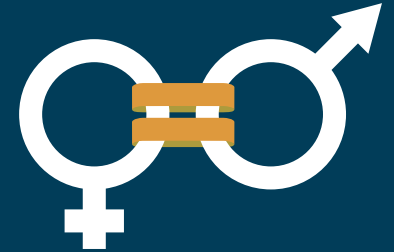
## What do you mean by mean and median salaries and what's the difference?

The *mean* pay gap is the difference between men and women's average hourly remuneration across the organisation.

The *median* pay gap is the difference between the middle paid woman's and the middle paid man's hourly remuneration.

Whether male and female employees are paid equally for comparable work and experience is determined by the concept of equal pay.

The legislation also requires that employers divide the workforce into quartiles. This is done by determining the hourly remuneration of employees for the relevant period. The employees are then ranked according to their rates of hourly remuneration and divided into four groups which act as comparator groups. This allows for comparisons to be drawn between male and female employees in the relevant quartiles.



## Why are we recording the Gender Pay Gap?

As of 13th July 2021, the Gender Pay Gap Information Act 2021 was signed into Irish Law, in which all companies with an employee headcount greater than 250 are required to publish their gender pay gap data.

The aim of this report is to address gender gaps in the workplace and barriers to the full socioeconomic equality of women and girls.

## About EPS

**EPS is a water infrastructure specialist with a workforce of over 630 people across Ireland, the UK and Northern Europe.**

As a family business with 55 years experience, our products and services form part of everyday life. We work to deliver and maintain water and wastewater infrastructure for both the public and private sector, ensuring safe, clean, drinkable water and treating wastewater before it reaches our rivers and streams.

We offer a broad range of water and wastewater treatment services across the industrial market, with customers in the beverage, dairy, pharmaceutical, meat processing and data centre sectors. We are also one of Europe's largest independent pump distributors.

### Industry Overview

It is well-known that there is a gender imbalance in the engineering, construction, manufacturing, warehouse operations and delivery logistics

industries and business areas. This is due to fewer women graduating with relevant qualifications and entering the field, as well as a lack of representation among apprentices.

Efforts are being made to improve diversity and inclusivity in these industries, with the goal of eventually closing the gender pay gap. This is a long-term plan involving gradual changes. Promoting gender balance and closing the pay gap is a worthwhile goal.

According to 2022 data from the CSO's Labour Force Survey (2022), the percentage of women working in the construction sector stands at 9.3%, while 9% of senior roles in construction are held by women.

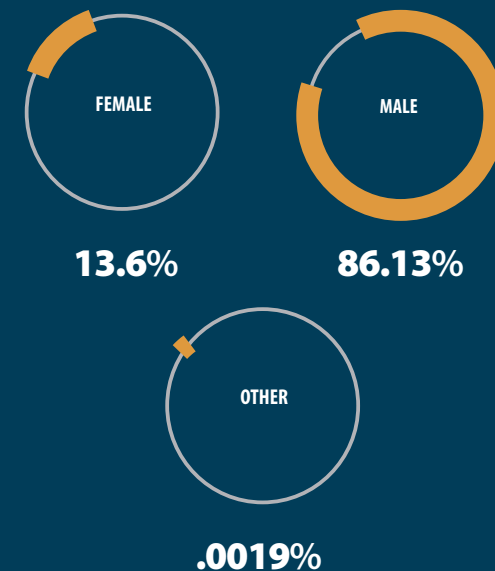
Proportionally, in EPS, the number of female employees is higher than the industry average at almost 14%.

Within our company, 28% of female staff are in the upper quartiles of earners and the percentage of women in the lower quartiles reflects the growing number of female students and graduates entering the industry and we have recruited in the past 12 months.

## EMPLOYEES

# 505\*

\*Total in the Republic of Ireland as of the reporting date on 30th September 2023



## What Does This Report Cover

The gender pay gap in the Irish workforce of EPS is detailed in this report. It compares the wages of all employed men and women, not just those with comparable jobs, schedules or levels of skills, education, or experience.

A gender representation gap is reported when there is a gender pay difference rather than when there is discrimination or no equal compensation for equal value work.

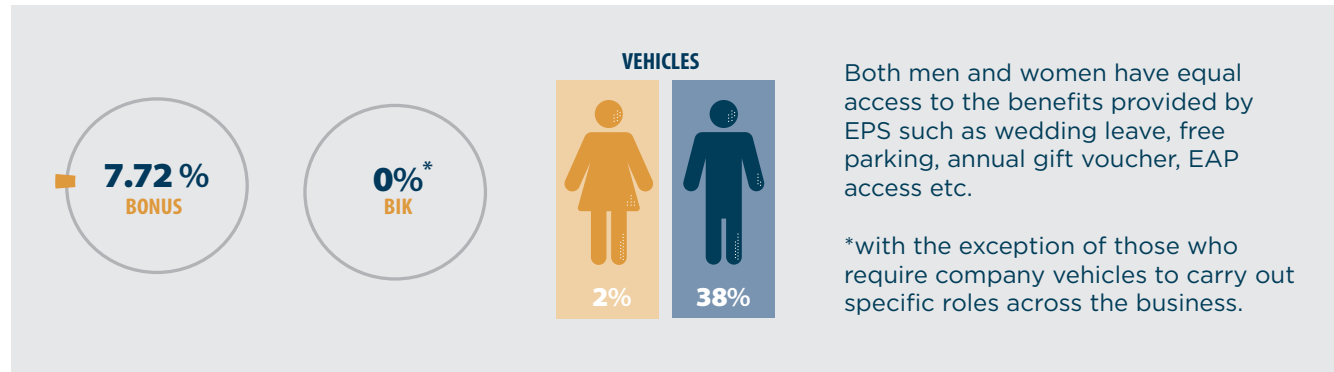
EPS supports diversity and inclusion and one of our key values is to treat every employee fairly and without prejudice - under all circumstances.



# What is the Gender Pay Gap in EPS?

Quartile	Rate €/Hr	Female	Male
Lower	0 - 15	35%	17%
Lower/Mid	16 - 20	37%	24%
Mid/High	21 - 25	13%	29%
High	25+	15%	30%

## Gap in % of Men/Women Receiving Bonus & BIK Pay



## GAP IN MEAN HOURLY PAY



## GAP IN MEDIAN HOURLY PAY



## MEAN BONUS GAP PAY



## MEDIAN BONUS GAP PAY





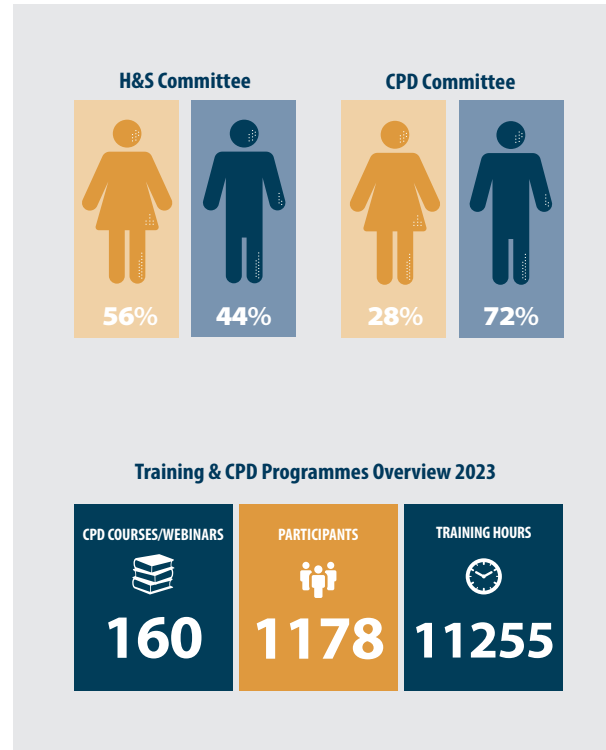
# Addressing the Gender Pay Gap

## Training & Development/Upskilling Opportunities Provided

At EPS, one of our strategic pillars is to build the capability of our people and as such, we place a strong emphasis on Continuous Professional Development (CPD). We hold regular training sessions, webinars and lunch & learn sessions on a wide variety of subject matters - these can vary from technical training in conjunction with our product partners to short educational courses or informative webinars.

We strive to ensure that anyone who wishes to explore or vary their career within EPS is shown a clear pathway to same and we encourage and support our team members who opt to return to education while continuing their employment.

It is very encouraging to see that a proportion of our female employees have attended technical training on topics such as Water Treatment, UV Disinfection, Reverse Osmosis, Instrumentation and Calibration as well as Line Management, Time Management and other relevant and beneficial topics.



# Addressing the Gender Pay Gap

## Our Policies



### Company Enhanced Maternity Pay

Employees who have at least two years continuous service with the company before the date on which their maternity leave commences will see their Maternity Benefit payments topped up as follows; Social Welfare payments will be topped up by 50% of the difference between: 1. The employee's normal weekly basic gross earnings and 2. the standard maternity benefit payment.



### Company Enhanced Paternity Pay

Employees who have at least two years continuous service with the company before the date on which their paternity leave commences will see their Paternity Benefit payments topped up as follows; Social Welfare payments topped by 50% of the difference between: 1. their normal weekly basic gross earnings and 2. the welfare payment equivalent. This is payable for a maximum of 2 weeks.



### Company Enhanced Adoptive Leave

Employees who have at least two years continuous service with the company before the date on which their adoptive leave commences will see their Adoptive Benefit payments topped up as follows; Social Welfare payments topped by 50% of the difference between 1. their normal weekly basic gross earnings and 2. the welfare payment equivalent. This is payable for a maximum of 24 weeks



### Marriage Leave

EPS provides additional leave to employees on the occasion of their marriage. Two additional days of paid leave is allowed. If employees do not have holiday leave they may take unpaid leave. Employees are entitled to take up to 3 weeks holiday leave on the occasion of their marriage.



### Parental Leave



### Hybrid Working



### Flexible Working Hours

# Addressing the Gender Pay Gap

## Other Items to Note

### STEM Support

STEM stands for Science, Technology, Engineering and Maths and in recent years, there has been an increased national and global emphasis on educating female students on the variety of positions that are available within the engineering and other industries. We are actively encouraging women to enter the engineering workforce via our participation in and support of the annual STEMSouthWest and iWish events aimed at secondary school students as well as school visits to promote engineering among girls of school age. We have also participated in the Mallow Maths and Science Fair since its inception to promote our activities to primary school pupils.

### Graduate Programmes

As well as developing our own graduate programme to attract male and female employees to the Group, we, in partnership with Uisce Éireann and alongside our industry colleagues, have founded the Water Industry Cross-Graduate Programme which is open to both male and female students.

### Apprenticeships

While our industry would traditionally facilitate trade or technical apprenticeships, we have more recently begun to

include other disciplines such as Sales, Accountancy and Logistics/Procurement.

### Regional Skills South-West

Our Managing Director Patrick Buckley is the current forum chair of the South-West Regional Skills Forum, which has worked to identify skills gaps within all sectors in the South West with particular engagement in the engineering, manufacturing and construction sub-committees.

The group has combined many industry partners with representatives from the Educational Training Boards, Universities and Colleges in the South West and has hosted focused meetings where knowledge and experiences have been shared, obstacles and gaps have been identified and subsequently training improvement plans have been developed and implemented.

EPS has been a member of this focus group since its inception and continue to participate in positive change and improvements within our own company and with our industry partners working closely with the education bodies to achieve these goals. Our participation in the forum ensures that we have our fingers on the pulse of developments in the education sector.

In turn, we hope to lead the way at EPS by working with our existing educational connections and networks to help shape

the study programmes for those entering our sector and ensure they are fit for purpose. One programme that we are working closely with in particular is MTU's REEdI (Rethinking Engineering Education in Ireland) which will help to transform the way undergraduate engineering education is delivered in Ireland in order to produce the engineers of the future.





# Our RAG Report

Not Yet Achieved

Work In Progress

Achieved



## Pay & Policies

- Review our compensation and benefits policies
- Implementation of an internal programme to promote progression within the company for women
- Review of our internal structure for middle and senior management opportunities across the business
- Annually review all the employment levels in the organisation to ensure consistency of reward for roles at each level, comparing men and women's reward at each level
- Ongoing implementation and monitoring of other supporting policies e.g. Equality of Opportunity Policy, Dignity at Work Policy and Code of Practice for employment of people with disabilities



## Recruitment

- Use more female imagery when advertising technical roles
- Gender decoding adverts to remove masculine wording
- Review job descriptions to ensure only essential elements are included to encourage more diversity and an increase in female applications
- Remove all references to gender specific job titles
- Provide unconscious bias training for leaders and hiring managers
- Ensuring employee value proposition resonates with female candidates at Graduate/ Careers Fairs



## Diversity & Inclusion

- Launch a pledge/initiative which involves meeting with a range of diverse companies sharing knowledge, ideas and best practices
- Ask employees to sign up to the inclusion pledge
- Promote awareness of inclusion across all of employees through the creation of an inclusion hub on the company intranet which all employees can access. It provides many inclusion resources and learning tools to continue to educate and increase awareness and understanding of inclusion across the business including books, TV shows, films, podcasts and online talk
- Launch a new and revised Diversity & Inclusion policy



## CPD & Training

- Introduce a formal mentoring programme with participants required to attend mentor and or mentee training
- Continuous support in women's career development through providing training, paid educational assistance as well as the necessary experiences to facilitate their progression
- Extensive range of learning and development offerings including coaching, mentoring and career planning which support all staff to thrive and reach their full potential
- In order to support professional development, we will continue to offer a comprehensive range of learning and development opportunities; bespoke leadership development programmes for senior and middle managers, establishing coaching and mentoring programmes, partnering with relevant educational agencies and bodies so we can offer an extended range of programmes and the rollout of Dignity at Working training for all employees

# Examples of what have we Achieved



## Pay & Policies

- › We introduced an additional 2 days annual leave in response to the feedback to our most Employee Survey which clearly highlighted the importance everyone places on work/life balance and managing our busy work and personal commitments.
- › We brought forward the length of service required to accrue Service Holidays so employees will benefit sooner, as we believe that these enhanced benefits better reflect our appreciation for the continued dedication and long-term commitment to EPS from our existing employees.
- › A review of admin level pay is underway and we're establishing clear salary bands ensuring those with similar qualifications and responsibilities are paid consistently.



## Recruitment

- › We recruited more female employees for technical roles through increased use of female imagery and gender decoding our ads to remove masculine wording.
- › We reviewed job descriptions to ensure only essential elements were included to encourage more diversity and an increase in female applications.
- › We ensure job specifications are inclusive, highlighting flexible working hours and hybrid working models for office roles with the aim of attracting more female applicants by promoting a gender-inclusive and flexible working environment.
- › We've increased our presence at career fairs, universities and schools to attract female talent at Third level education.



## Diversity & Inclusion

- › We are in the process of creating a Diversity and Inclusion committee to aid in creating diversity action plans for age, gender and ethnicity.
- › We are reviewing our Diversity and Inclusion goals and policies, in alignment with our objectives of promoting diversity, equality and inclusion in the workplace and to make each employee feel supported, respected and valued.
- › Our participation in disability employment programmes, such as UCC's ID+, has resulted in increased representation of individuals with disabilities in our workforce, positive employee feedback and demonstrate our commitment to creating an inclusive work environment and to create avenues for individuals with disabilities to access employment opportunities.



## CPD, Training & Wellbeing

- › The rising need for talent acquisition, coupled with the complexities of managing an expanding workforce, underscored the importance of addressing employee relations proactively. To navigate this landscape, we identified the necessity to equip our managers with enhanced skills in employee relations management and held a full day Line Management Training seminar.
- › We introduced Peer Coaching Circles to the company as well as Mentoring Training.
- › We have trained a number of Mental Health First Aiders across the business; organised mental health seminars; introduced a monthly Wellbeing Calendar and our Barbara the Brain resource booklet as well as promoting our Employee Assistance Programme (EAP) within the workplace.