

Gender Pay Gap Report 2025



Gender Pay Gap

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.

“Our values of supporting our people, being experts at what we do, progressive, supportive and reliable - continue to guide how we operate, how we treat one another and how we represent ourselves to our partners, suppliers and communities”.

Patrick Buckley
Managing Director

On behalf of the Senior Management Team



Gender Pay Gap

	2023	2024	2025
Mean	24.71 %	26.56%	14.95%
Median	19.66%	21.89%	12.61%

Gender Breakdown

	2023	2024	2025
Female	13.3%	13.9%	15.53%
Male	86.13%	85.9%	84.27%
Other	.0019%	0.2%	0.2%

Our initiatives/achievements in 2025

Inclusive Working Environment

During the reporting period, EPS Group achieved the **Investors in Diversity Silver accreditation**, a significant milestone in the company's ongoing commitment to diversity, equality and inclusion (DEI). This achievement recognises the organisation's progress in embedding inclusive values across policies, culture and practice



Promotion of Health & Wellbeing

Welfare packs were introduced in our restrooms across all branches and group companies, enhancing comfort and underscoring **our commitment to employee dignity**.

We held menopause and andropause webinars

We reviewed a number of our policies and introduced menopause, fertility and assisted human reproduction fertility policies



Developing our People

During the year, we continued with our **High Performance Leadership Training Programme For Women** where 12 women from EPS and our group companies participated in this year's programme.



Sponsorship of IMR Schools - this year we supported St. Mary's Secondary School Mallow, an all-girls school by investing in a 3D printer and robotics kit, to give female students the opportunity to engage in STEM studies and investing in our future talent pipeline.



Spotlight on Arshia & Grainne

We continued our commitment to supporting the growth and development of our female employees by sponsoring participation in the High Performance Leadership Training for Women for the second consecutive year. This initiative reflects our dedication to empowering female leaders with the skills, confidence and tools needed to excel in high-performance roles. **Arshia & Grainne have shared their experiences and key takeaways from the programme.**

Arshia Athwal

Job title: Project Engineer



"Through the High Performance Leadership course, I've gained a deeper understanding of mindfulness, healthy living, and active listening. It has helped me grow both personally and professionally, enhancing my self-awareness, decision-making and ability to lead and collaborate effectively with others. The insights and skills I've developed continue to positively influence how I approach challenges and foster teamwork".

Grainne Roche

Job Title: Technical Support Supervisor - Energy Lead



"I was recently given the opportunity by EPS to attend a high-performance leadership training course. I found the course very enlightening and informative. It has given me valuable tools to help in developing my own leadership skills, from my interactions with colleagues to recognising how my physical and mental health also plays a part in my performance both at work and at home. I've come away with lessons on practical ways on how to improve my communication skills. It has changed my mind set to create a better belief in my own abilities and how to be more confident in dealing with change.

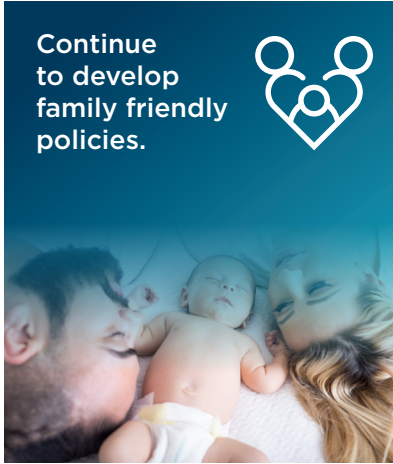
I also found it very encouraging that EPS put me forward for this training. It has been great to see the company's commitment to acknowledging the part women play in the company".

To increase female representation in our company in 2026, we will:

Promote EPS Group as a great place to work for women through targeted campaigns.



Continue to develop family friendly policies.



Review menopause entitlements, establish a menopause awareness committee and assign menopause champions across branches.



Establish women's network groups.



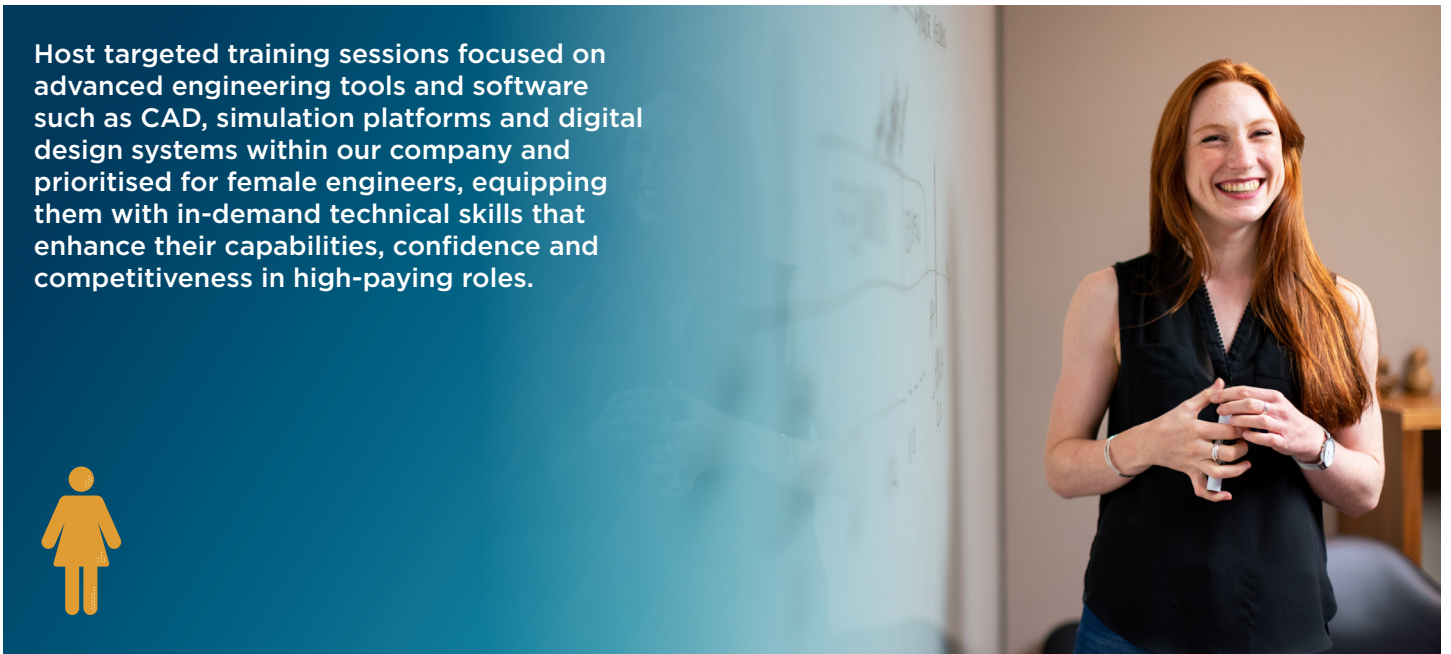
Targeted career progression and development plans for women across all areas of the business in particular focusing on senior female leadership representation on our leadership teams.



Complete our compliance requirements regarding the EU Pay Transparency Directive by June 2026.



Host targeted training sessions focused on advanced engineering tools and software such as CAD, simulation platforms and digital design systems within our company and prioritised for female engineers, equipping them with in-demand technical skills that enhance their capabilities, confidence and competitiveness in high-paying roles.



2025 Gender Pay Gap Information (Snapshot date 30.06.2025)

Gender Pay Gap Requirements	Percentage
Mean hourly gender pay gap (full-time)	14.95%
Mean hourly gender pay gap (part-time)	-0.06%
Median hourly gender pay gap (full-time)	12.6%
Median hourly gender pay gap (part-time)	3.10%
Mean bonus	53.17%
Median bonus	43.75%
Bonus pay gap	2.32%
Percentage of employees within lower remuneration quartile	F: 5.41%
	M: 9.07%
Percentage of employees within lower middle remuneration quartile	F: 52.70%
	M: 25.06%
Percentage of employees within upper middle remuneration quartile	F: 22.97%
	M: 33.89%
Percentage of employees within upper middle remuneration quartile	F: 18.92%
	M: 31.98%

