

Gender Pay Gap Report

Reporting Date: June 2025

Why We Report on our Gender Pay Gap

The gender pay gap is the difference in average hourly earnings between men and women across an organisation. It is distinct from equal pay, which relates to men and women being paid equally for the same or comparable work. The gap is often influenced by workforce composition, with differences in how men and women are represented across roles and levels.

Having met the reporting requirements of the Irish Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 in June 2025, we are now publishing our gender pay gap data. This process has provided a valuable opportunity to review our workforce and identify key areas for improvement.

At Fingleton White, we are committed to fostering an inclusive workplace where everyone has the opportunity to succeed. Our analysis highlights where gaps exist and helps focus our efforts on driving change. The Gender Pay Gap measures the difference in average earnings between men and women across an organisation. Our current GPG is 16%, and we are committed to reducing this over time.

Our analysis shows that women are more represented in entry-level roles, with lower representation at senior levels. Addressing this imbalance is a key priority and is reflected in our five-year business plan, with a focus on increasing diversity, particularly in leadership roles.

These findings reflect wider trends within the engineering sector. In 2024, 18% of CAO applicants to Level 6/7 engineering courses were female, rising to 22% at Level 8, with lower representation at acceptance stage (CAO, 2024). This proportion of female applicants contributes to the reduced pipeline of female engineering graduates, which is reflected in the representation of women across all levels of our organisation.

We will continue to work with organisations such as Engineers Ireland and local communities to support engineering initiatives and promote greater female participation in the profession.

Looking Ahead



Building a More Inclusive Workforce

- Strengthening representation of **women in senior roles**.
- Continuing to **develop recruitment practices** that support diversity.



Supporting Women in Engineering

- Encouraging **female participation** across engineering disciplines.
- Promoting **leadership and career progression** opportunities.



Developing Future Talent

- Supporting outreach initiatives such as the **STEP programme**.
- Engaging with schools and universities to **promote engineering careers**.

Workforce Representation

29%

Females



71%

Males

Bonus Summary

The difference in average bonus payments received by men and women over a 12-month period.



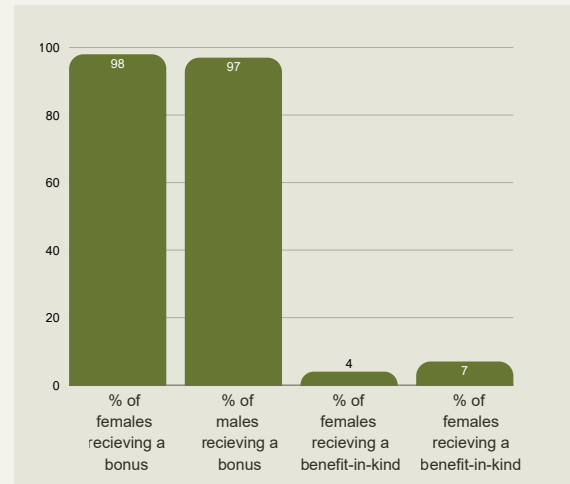
22%

Mean bonus gap



16%

Median bonus gap



Additionally

There are 11 roles in Fingleton White that have both female and male employees. We assessed each of these roles to allow us to determine if there is a GPG in like for like roles. The finding was that:



27%

Roles had no GPG



18%

Favour of male employees

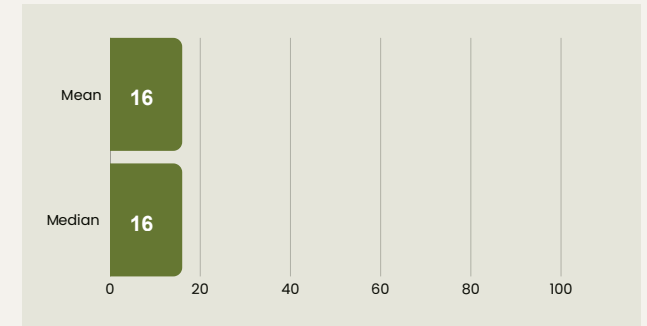


55%

Favour of female employees

Hourly Pay Breakdown %

The % between the average earnings of men and women across an organisation, expressed as a percentage of men's earnings. It reflects workforce composition rather than differences in pay for the same role.



Quartile Representation

A way of dividing the workforce into four equal groups based on hourly pay:

- Lower Quartile: Lowest 25% of earners
- Lower Middle Quartile: Next 25%
- Upper Middle Quartile: Next 25%
- Upper Quartile: Highest 25% of earners

This helps show how men and women are distributed across different pay levels.

