

NeoDyne Gender Pay Gap Report

December 2024
Revision 0



Report Contents

About NeoDyne	03
About this Report	04
Employment Profile	05
Gender Pay Gap	06
Pay by Quartiles	08
Bonus Gap	09
Benefits in Kind Gap	10
Gender Pay Gap Action Plan	11

About NeoDyne

Providing Industry with Innovative Engineering Solutions

NeoDyne is a leading provider of Electrical Engineering and Industrial Automation solutions and services. Our expertise spans the entire project lifecycle, from initial design to commissioning, with a strong focus on innovation and digital transformation.

We offer services including Process Automation, Digital Manufacturing and Electrical Design, Protection, and Control solutions to the Life Sciences, Food and Beverage, and Energy sectors.

With a global footprint and a reputation built on quality, integrity, and results, we empower our customers to achieve operational excellence.

25+

Years in Business

180+

Talented Engineers

300+

B2B Customers

15+

Technology Partners



INTEGRATION & DIGITAL MANUFACTURING

- Industrial Control Systems
- IIoT and Digital Manufacturing
- OT Cybersecurity
- Machine & Process Safety Systems

POWERGEN & ENERGY SYSTEMS

- Power Plants / Peaking Plants
- Embedded Generation & Renewables
- Industrial Utilities
- Plant O&M

TRANSMISSION & DISTRIBUTION

- Wind / Solar / BESS Design
- Substations & Electrical Networks
- HP & Renewable Gas Infrastructure
- Safety Shutdown Systems

What is the gender pay gap report?

The Gender Pay Gap Report is a statutory requirement under the Gender Pay Gap Information Act 2021. The legislation requires organisations to measure, report on, and publish the differences in average earnings between men and women across their workforce.

The report takes into account variations in hourly pay, bonus payments, and benefits in kind, with the aim to promote transparency and accountability.

At NeoDyne, we view the report as more than meeting our legal requirements. It's an opportunity to evaluate our recruitment and retention practices, identify gaps, and take proactive steps to address the inherent gender imbalance in engineering.

How is it calculated?

The Gender Pay Gap Report examines the pay of all employees actively employed on a snapshot date, using their earnings from the previous 12 months.

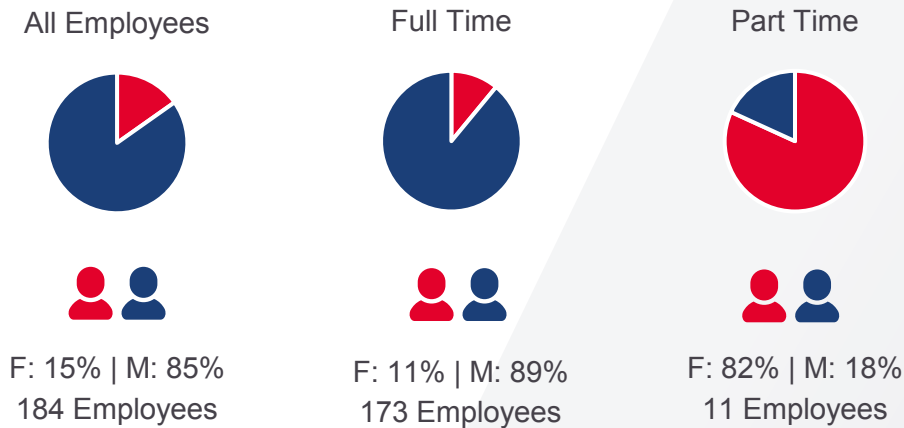
The report compares average hourly pay, bonus payments, and employee benefits across men and women within the company. In NeoDyne, our assessment includes full-time, part-time and work placement students across both our Irish and UK offices.

The report calculates differences in both mean and median averages to provide a comprehensive analysis. The mean calculates the average hourly pay of male and female employees whereas the median calculates the midpoint of all respective hourly pay when listed from lowest to highest.



SNAPSHOT DATE

Employment Profile



On the snapshot date of 01 June 2024, NeoDyne's workforce comprised 85% men and 15% women. Among full-time employees, 89% were men and 11% were women, while part-time positions were predominantly held by women (82%).

These figures align with broader trends in the engineering sector in Ireland and the UK.

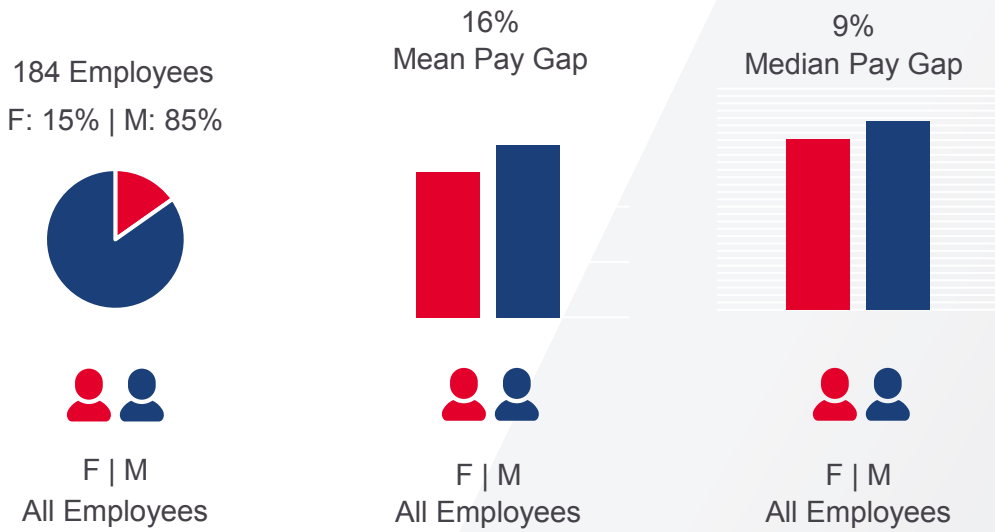
According to Engineers Ireland (2024), just 12% of engineering professionals in Ireland are women. Similarly, in the UK, women held 15.7% of engineering roles in 2023, down from 16.5% in 2022 (IET 2024). Notably, this decrease was most pronounced among women aged 35 to 44, suggesting retention challenges within this demographic.

These findings underscore the critical need to actively encourage women to *enter* and *stay* in the profession.

Engineers Ireland. (2024). *Just 12% of engineering professionals are women as gender gap persists.*

IET (The Institution of Engineering and Technology) (2024). *New data reveals a spike in women aged 35-44 leaving engineering roles.*

Gender Pay Gap (all employees)



On the snapshot date, the mean pay gap between men and women across all employees was 16%.

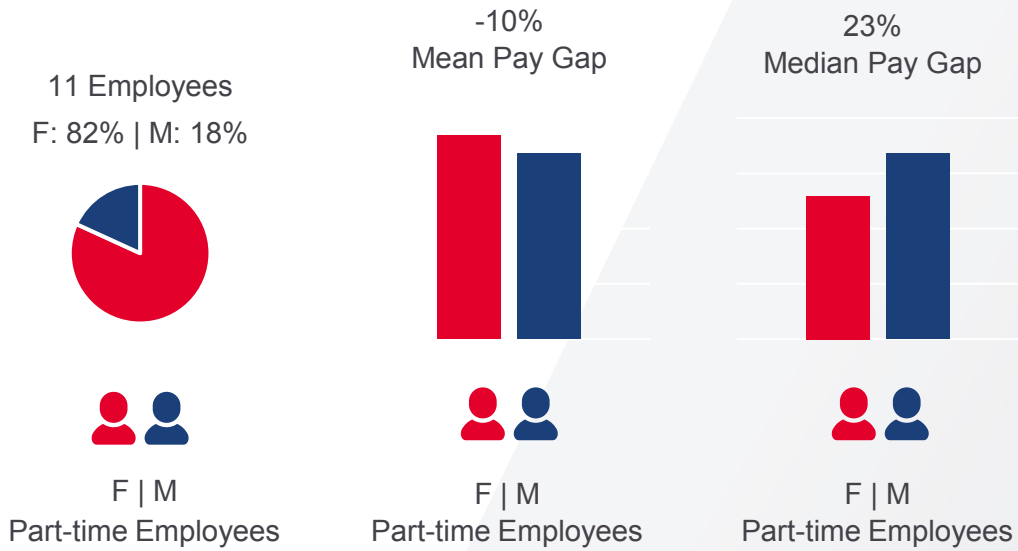
This reflects the influence of higher-paid roles within NeoDyne, which are more likely to be occupied by men, skewing the average upwards.

However, the median pay gap, which focuses on the midpoint of earnings, was 9%. This smaller pay gap suggests that for most employees, pay is closer to parity, indicating a more balanced distribution of pay within the company.

These findings highlight the importance of creating clear pathways and opportunities for women to progress into senior management roles.



Gender Pay Gap (part-time employees)



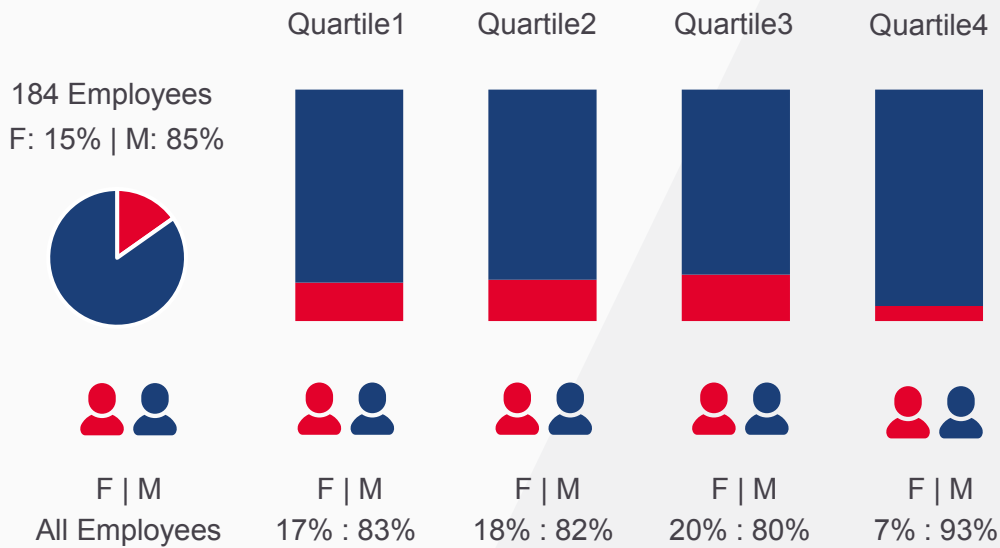
On the snapshot date, the mean pay gap for part-time employees was -10%, while the median pay gap was 23%. The -10% mean pay gap shows that women who work part time earn more than men.

However, the larger median gap indicates that at the midpoint of the pay distribution, women are earning less than men. This disparity is driven by the fact that men, despite being a small proportion of NeoDyne's part-time employees, are concentrated in higher-paid roles.

The data highlights the importance of examining the types of roles and pay structures within part-time positions to ensure access to higher-paid opportunities for all employees.



Pay by Quartiles

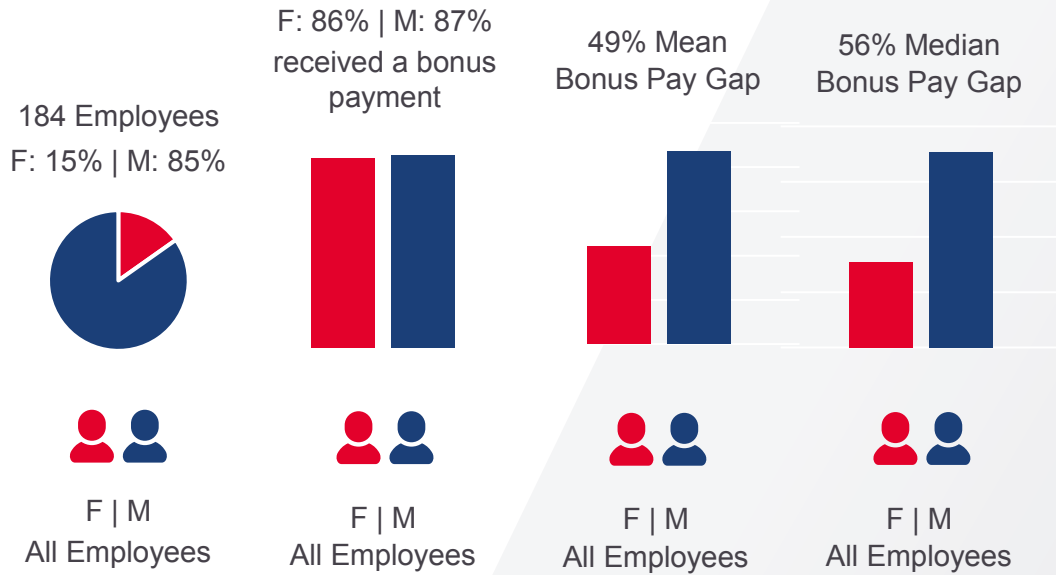


Quartiles divide hourly pay into four segments to analyse the distribution of pay. Quartile 1, the 25th percentile, marks the value below which 25% of the hourly pay falls. Quartile 2, the 50th percentile (or median) divides the dataset in half and represents hourly pay between the 25th and 50th percentile. Quartile 3, the 75th percentile, indicates the value below which 75% of the data falls and represents hourly pay between the 50th and 75th percentile. Finally, Quartile 4 contains all data above the 75th percentile.

On the snapshot date, women made up 17% to 20% of employees in the lower to upper middle quartiles, a positive finding given that they represent just 15% of NeoDyne's overall workforce. This slight overrepresentation shows a balanced approach to pay and opportunities at entry and mid-level roles, with men and women being equally represented and paid within these quartiles.

However, in the upper remuneration quartile (Quartile4), women accounted for 7% of the workforce, reflecting a common trend in engineering where men are more likely to occupy senior roles with higher pay. This quartile pay gap highlights the need for initiatives to help women advance into leadership roles.

Bonus Pay Gap



The Bonus Pay Gap factors in Christmas bonus payments, vouchers, and end-of-year performance bonuses. As all full-time and part-time employees are eligible for a Christmas bonus payment, there are minimal differences between the number of men and women receiving this benefit. The percentage of bonuses paid is below 100% as it includes employees who joined after 1 January 2024.

That said, there is a notable difference in overall bonus payments. On the snapshot date, the mean bonus pay gap was 49% and the median was 56%, indicating that men, on average, receive higher performance bonuses than women. This is explained by the higher proportion of men in senior roles within NeoDyne, positions associated with greater performance-based rewards. Addressing this underrepresentation of women in management is key to NeoDyne's efforts to close the bonus pay gap.

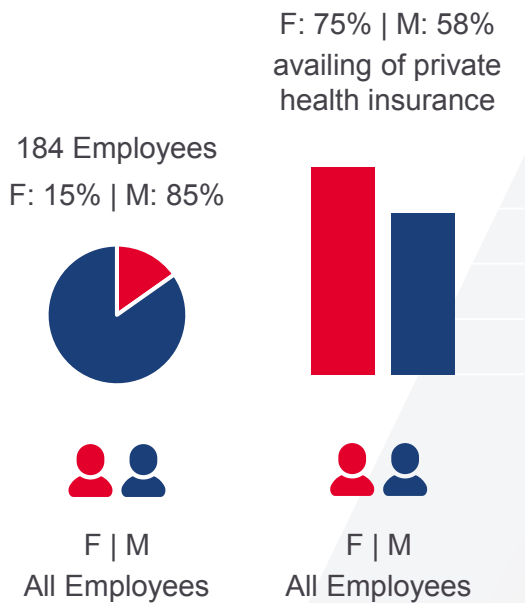


Benefits in Kind Gap

NeoDyne provides private health insurance as a core benefit to all employees, partnering with Laya Healthcare in Ireland and AXA Business Health in the UK.

While this benefit is equally available to all employees, the data shows that the take-up rate is higher among women (75%) than men (58%).

This difference may reflect varying priorities across the genders. For example, a study by the National Women's Council (NWC 2019) shows that women are more proactive about accessing healthcare services and may place greater value on health-related benefits.



NWC (National Women's Council) (2019). *Women's Health in Ireland - Evidence Base*. https://www.nwci.ie/learn/publication/womens_health_in_ireland_evidence_base

Gender Pay Gap Action Plan

Growing the pipeline of Engineering Students

According to the Higher Education Authority (2024), only 13% of graduates in Electrical and Energy Engineering in Ireland were women. This is a fundamental issue that needs to be addressed to grow the pipeline of future female engineers.

In an initiative to increase these numbers, we plan to work closely with all-female secondary schools to provide more transition year placements. These placements will show young women (aged 15-16) what it's like to work in engineering and the benefits of pursuing a career in STEM. We aim to break down barriers to entry and encourage more women to study engineering.

Growing the pipeline of Engineering Graduates

NeoDyne has built strong partnerships with universities across Ireland and the UK, enabling us to take on placement students as part of their degrees. We are dedicated to increasing the number of female students in these engineering-focused placements. By providing meaningful, practical work experience and introducing them to real-world industry environments, we aim to increase our pipeline of female graduates.

As a big graduate recruiter, this initiative is part of our broader effort to create more opportunities for women in the sector.

Professional Development

To ensure women thrive and advance in their careers at NeoDyne, we offer tailored training and professional development opportunities.

These initiatives (available to all employees, not just women) are designed to equip our employees with the skills, knowledge, and confidence to take on more senior roles.

By supporting the professional growth of our female engineers, we aim to build a diverse and inclusive workplace where women can reach their full potential.

Flexible Working

NeoDyne is committed to fostering a family friendly and supportive work environment. We offer flexible and part-time working arrangements to help our employees, often women, remain actively engaged in the workforce. We review our flexible working policy annually to ensure it meets the evolving needs of our teams.

Higher Education Authority (2024). "Key Facts & Figures." *Statistics: Data for Download and Visualisations*, <https://hea.ie/statistics/data-for-download-and-visualisations/key-facts-figures/>



Martin Farrell
Managing Director

“ By empowering women to succeed, we are shaping a future that thrives on diverse talent, ensuring lasting outcomes for our people, our customers, and the communities we serve. ”

At NeoDyne, we pride ourselves on being a ‘People First’ company. People are our greatest asset and the foundation of our success. We are dedicated to creating an environment where everyone, regardless of gender, is supported and empowered to reach their full potential. This commitment defines who we are and is deeply rooted in our core values.

We understand that increasing the representation of women in engineering is a long-term challenge that requires dedication, clear objectives, and sustained effort.

As part of our five-year business strategy, launched in 2023, we are implementing a range of initiatives to encourage more women to enter the profession and to support their ongoing career development.

We are increasing our engagement with secondary schools by offering more transition year placements to female students, inspiring these young women to pursue third-level education in engineering.

We are also expanding our pipeline of female engineers through university work placement and graduate recruitment programmes. Our strong, established relationships with universities across Ireland and the UK provide a solid foundation to build on as we create more opportunities for women in engineering.

To support female engineers as they progress in their careers, we are increasing our offering of professional development training. Our aim is to equip our engineers (both men and women) with the tools, knowledge, and confidence to excel in their roles and take on greater responsibilities.

Recognising the importance of maintaining a healthy work-life balance, we also actively support flexible working, where feasible. Combined with our generous parental leave arrangements, we aim to create a supportive, family friendly environment in NeoDyne.

All of these measures form part of our five-year business strategy to support women throughout their careers, from entry-level to senior roles, while also building a diverse and inclusive leadership pipeline.

By empowering women, we are not only building a stronger organisation but also contributing positively to the industry and the wider community.

MARTIN FARRELL

Martin Farrell

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