



Gender Pay Gap Report 2025

SGS IRELAND LIMITED

SGS

Introduction

SGS Group are recognised as the world’s leading, testing, inspection, and certification company. As an affiliate, SGS Ireland have been active in Ireland for over 40 years, with a network that currently spans 40 locations across Ireland, we employee just under 480 people. The associated companies that fall into scope for this report are SGS Ireland Limited, SGS International Services Laboratory (ISL), SGS Gas Analysis Services Limited and Walk Meadow Limited/ trading as Safe Electric Ireland.

The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. Organisations with over 50 employees must show whether there are differences in such remuneration referable to gender, the reasons for such differences, and the measures (if any) proposed or taken to reduce such differences.

THE GENDER PAY GAP VS EQUAL PAY

Although men and women may receive equal pay for performing the same role, a gender pay gap can still exist. It’s important to distinguish this report from equal pay, which focuses on ensuring individuals of different genders are paid the same for doing the same job. The gender pay gap, by contrast, reflects the overall difference in average earnings between all men and all women in the organisation. It does not account for factors such as education, shift patterns, performance ratings, or other elements that typically influence individual pay.

This report covers the 2024-25 reporting cycle with an employee population at the time of 478 of which 251 where female and 227 where male, using a snapshot date of **30 June 2025**.

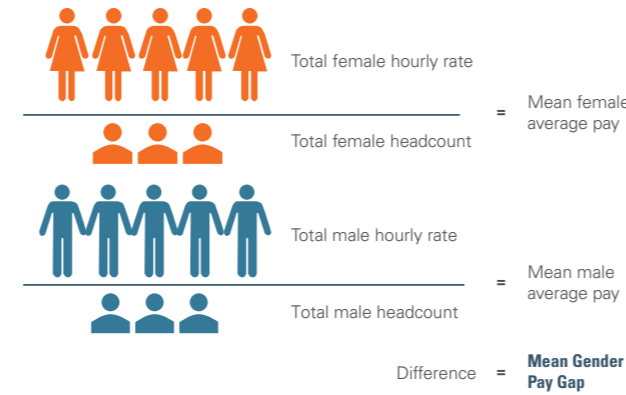
WHAT WILL ORGANISATIONS REPORT ON?

- the difference between the **mean hourly remuneration** of male employees and female employees expressed as a %
- the difference between the **median hourly remuneration** of male employees and female employees expressed as a %
- the difference between the **mean bonus remuneration** of male employees and female employees expressed as a %
- the difference between the **median bonus remuneration** of male employees and female employees expressed as a %
- the difference between the **mean hourly remuneration** of part-time male employees and part-time female employees as a %
- the difference between the **median hourly remuneration** of part-time male employees and part-time female employees as a %
- the percentage of all male employees who were paid a bonus and the percentage of all female employees who were paid a bonus
- the percentage of all male employees who received benefits in kind and the percentage of all female employees who received such benefits.
- The difference between the **mean hourly remuneration** of male employees on *temporary contracts and that of female employees expressed as a %
- The difference between the **median hourly remuneration** of male employees on *temporary contracts and that of female employees on such contracts expressed as a %
- Quartile pay bands, The proportion of male and female employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

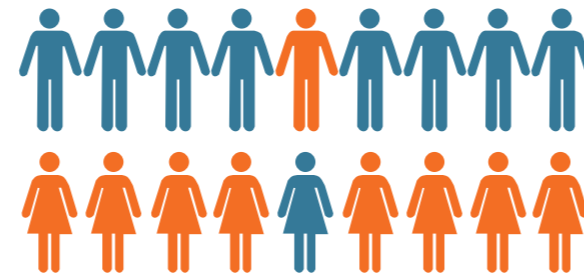
**(It should be noted that the guidance published by the Department implies that those who are not employed on a Contract of Indefinite Durations on the snapshot date are employed on a temporary contract)*

DEFINITIONS

Mean – The mean gender pay gap is the difference in the average hourly pay for women compared to men within an organisation.



Median – The median represents the middle point of a population. The median pay gap is the difference between hourly pay rate for the middle female employee population compared to the middle male employee population.



Our results

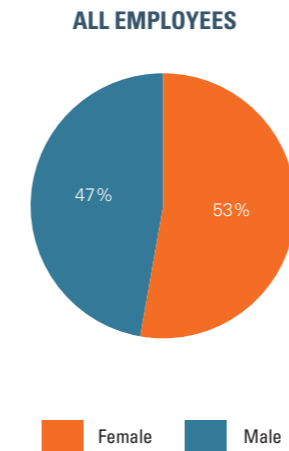
Finding the mean pay gap - To do this we add all the hourly pay rates of our female employees and divided that by the number of women in the organisation (251). We repeated this calculation for the male employees (227). We also used the same calculation for our Part Time and Temporary workers of both genders. The resulting difference is the Mean Gender Pay Gap.

To find the Median pay gap - We ranked our employees by their hourly rate lowest to highest. We then compared the rate at the middle point of our female employee population of 251 and repeated this with the middle point of our male employee population of 227. The resulting difference is the Median Gender Pay Gap.

DIFFERENCE IN PAY BETWEEN MALE AND FEMALE EMPLOYEES (MEAN AND MEDIAN GENDER PAY GAP)

	2022/23	2023/24	2024/25
Mean Pay Gap	12%	12%	11%
Median Pay Gap	23%	25%	14.7%

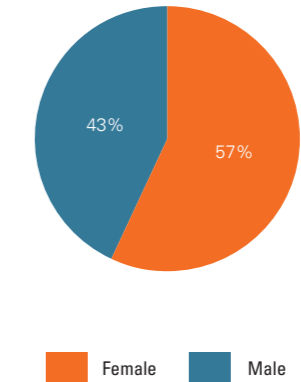
Mean Pay - Our findings revealed that the average pay for male employees reduced by 1% to 11%. This indicates that, on average, male employees continue to earn more than female employees, but the gap is narrowing. While further progress is needed to achieve full gender pay parity, it is encouraging to see consistent efforts contributing to a gradual reduction in the gap.



Median Pay – The median gender pay gap decreased significantly from 25% in 2023/2024 to 14.7% in 2024/25, indicating a notable improvement in pay equity at the midpoint of the pay distribution. This means the female employee at the middle of the pay range now earns closer to her male counterpart than in previous years. – In June, our workforce was composed of 53% women and 47% men.

Median & Mean Temporary – Our analysis of temporary employees in 2024/25 shows continued progress in reducing gender pay disparities. The **mean pay gap** has now closed entirely, dropping from 4% in 2023/24 to **0%**, indicating equal average pay between male and female temporary staff. The **median pay gap**, however, increased slightly to **3.5%**, up from 2% last year, suggesting that the midpoint male employee still earns more than his female counterpart. While these results are encouraging, especially in terms of average pay equity, we recognise that further work is needed. Female representation in temporary contracts remains higher, with **143 women** compared to **110 men**, which continues to reflect broader societal trends. We remain committed to promoting balanced gender representation across all employment types.

TEMPORARY CONTRACTS



Median & Mean Part Time – In 2024/25, the **median pay gap** for part-time employees remained at **0%**, consistent with previous years, indicating equal pay at the midpoint between male and female part-time staff. The **mean pay gap** narrowed further to **-21%**, down from -34% in 2023/24 and -77% in 2022/23. This negative gap reflects that, on average, female part-time employees earn more than their male counterparts. This shift is largely attributed to an increase in male employees choosing part-time roles or applying

for part-time positions. These trends suggest a positive move toward greater flexibility and balance in part-time employment across genders.

DIFFERENCE IN PAY BETWEEN MALE AND FEMALE TEMPORARY EMPLOYEES (MEAN AND MEDIAN GENDER PAY GAP)

	2022/23	2023/24	2024/25
Mean Pay Gap	7%	4%	0%
Median Pay Gap	10%	2%	3.5%

DIFFERENCE IN PAY BETWEEN MALE AND FEMALE PART-TIME EMPLOYEES (MEAN AND MEDIAN GENDER PAY GAP)

	2022/23	2023/24	2024/25
Mean Pay Gap	-77%	-34%	-21%
Median Pay Gap	0%	0%	0%

The bonus pay gap reflects the difference in bonus payments between male and female employees and includes all employees in the calculation – regardless of whether they received a bonus. In 2024/25, **73% of female employees** received a bonus, slightly higher than the **69% of male employees**.

The **mean bonus pay gap** decreased from 44% in 2023/24 to **37%**, indicating a modest improvement in average bonus equality. However, the **median bonus pay gap** increased significantly to **83%**, up from 59% the previous year. This suggests that the typical male employee receiving a bonus earned a higher bonus than the typical female employee receiving a bonus.

Although female representation is equal in the upper middle pay quartile, there remains a notable under representation of women in the upper quartile. This imbalance contributes to the gender bonus gap, as roles in the upper quartile typically attract higher bonus entitlements due to factors such as seniority, tenure, and specialised skill sets.

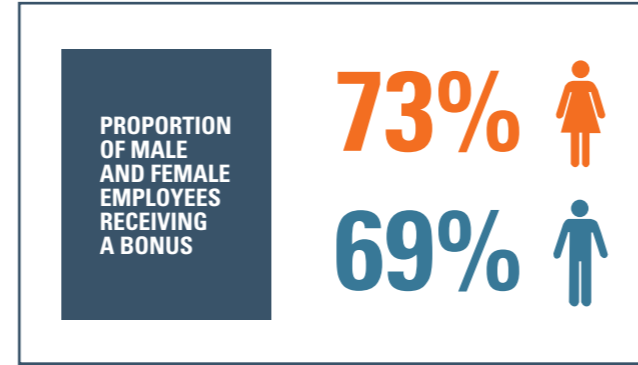
While bonuses are awarded to females in the upper middle quartile, many of the highest-bonus roles—particularly those requiring technical and engineering expertise—are predominantly held by males and are concentrated in the upper middle and upper quartiles. This structural dynamic continues to influence the overall bonus disparity.

Progress has been made in narrowing the average bonus gap; however, the increase in the median gap highlights the need for continued focus on equitable representation in higher-paying, bonus-eligible roles.

A key part of this strategy includes attracting and supporting more women into technical and engineering roles, where long-term career progression and bonus potential are significant.

DIFFERENCE IN BONUS PAY BETWEEN MALE AND FEMALE EMPLOYEES (MEAN AND MEDIAN BONUS GENDER PAY GAP)

	2022/23	2023/24	2024/25
Mean Bonus Pay Gap	31%	44%	37%
Median Bonus Pay Gap	61%	59%	83%



OUR WORKFORCE AND PAY QUANTILES

SGS Ireland’s gender pay gap data was taken from snapshot date 30 June 2025. At the time of the report there were 478 people working within our organisation: 251 Women (53%) and 227 Men (47%)

Each pay quartile represents 25% of our total workforce ranked by total hourly pay.

	2022/2023	COUNT	PERCENTAGE	2023/2024	COUNT	PERCENTAGE	2024/2025	COUNT	PERCENTAGE
Upper Quartile	Male	71	58%	Male	68	57%	Male	66	55%
	Female	51	42%	Female	52	43%	Female	54	45%
Upper Middle Quartile	Male	63	52%	Male	62	52%	Male	60	50%
	Female	59	48%	Female	58	48%	Female	59	50%
Lower Middle Quartile	Male	57	47%	Male	53	44%	Male	55	46%
	Female	65	53%	Female	67	56%	Female	65	54%
Lower Quartile	Male	45	37%	Male	43	36%	Male	46	39%
	Female	78	63%	Female	77	64%	Female	73	61%

The proportion of male and female employees in the lower, middle, upper-middle, and upper quartile pay bands.

Understanding the Gap

Our latest gender pay gap analysis reflects encouraging progress and continued commitment to equity. Notably, we’ve achieved a 1% reduction in mean pay gap and a decrease in median pay gap, demonstrating a positive movement in our efforts to close disparities. A particularly significant milestone is that the mean pay gap has closed entirely for our temporary contracts, marking a strong step forward in equitable pay practices.

With our recruitment efforts, we’re also seeing a shift in workforce dynamics, with a higher number of males now applying for part-time and temporary roles, areas that historically seen a predominance of female employees. This shift suggests a broadening of perspectives around flexible work and a more balanced representation across contract types.

While these improvements are encouraging, our analysis continues to highlight areas where representation and progression differ across roles and levels. These gaps are not a reflection of unequal pay for equal work, but rather a broader structural and occupational patterns, including the distribution of men and women across functions and seniority levels.

We remain committed to a long-term, strategic approach that goes beyond compliance. By understanding the factors that influence career pathways, such as access to development opportunities and unconscious bias in recruitment and selection processes, we can design interventions that are both meaningful and measurable, ensuring equitable opportunities for all employees.

Bridging the Gap

To actively address the gender pay gap and foster a more inclusive workplace, we are rolling out our Strategic Talent Development plan over the next three years. This initiative focuses on building a balanced and diverse talent pipeline through career development, leadership readiness, and equitable access to opportunities.

Key actions include targeted development programmes, mentoring and sponsorship initiatives, and enhance succession planning to support underrepresented talent – particularly women – in progressing into senior and specialist roles. We are also embedding inclusive leadership principles into our management training and performance frameworks to ensure equity is a lived value across the organisation.

In addition, we continue to promote our family-friendly and flexible working practices, recognising their vital role in enabling all employees to thrive both professionally and personally. These measures help create a supportive environment that values work-life balance and individual needs.

We are proud to highlight the recent appointment of our female Managing Director – a significant milestone that reflects our commitment to gender diversity at the highest levels of leadership. Her appointment not only strengthens our strategic direction but also serves as a powerful example of the progress we are making.

By aligning our talent strategy with our values of fairness and inclusion, we are confident in our ability to make meaningful progress in closing the gender pay gap and building a workplace where everyone can succeed.

Declaration

We confirm that the figures contained within this report are accurate and have been calculated in line with The Gender Pay Gap Information Act 2021.

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