

# Gender Pay Gap Report 2022

STS



# Report on the Gender Pay Gap at STS

STS Group is a provider of electrical engineering as well as instrumentation services in Ireland, the UK and Europe. The group is a full-service provider to world renowned brand names in Pharmaceutical, Data Centre, Utility, Healthcare, Transport and other industry sectors.

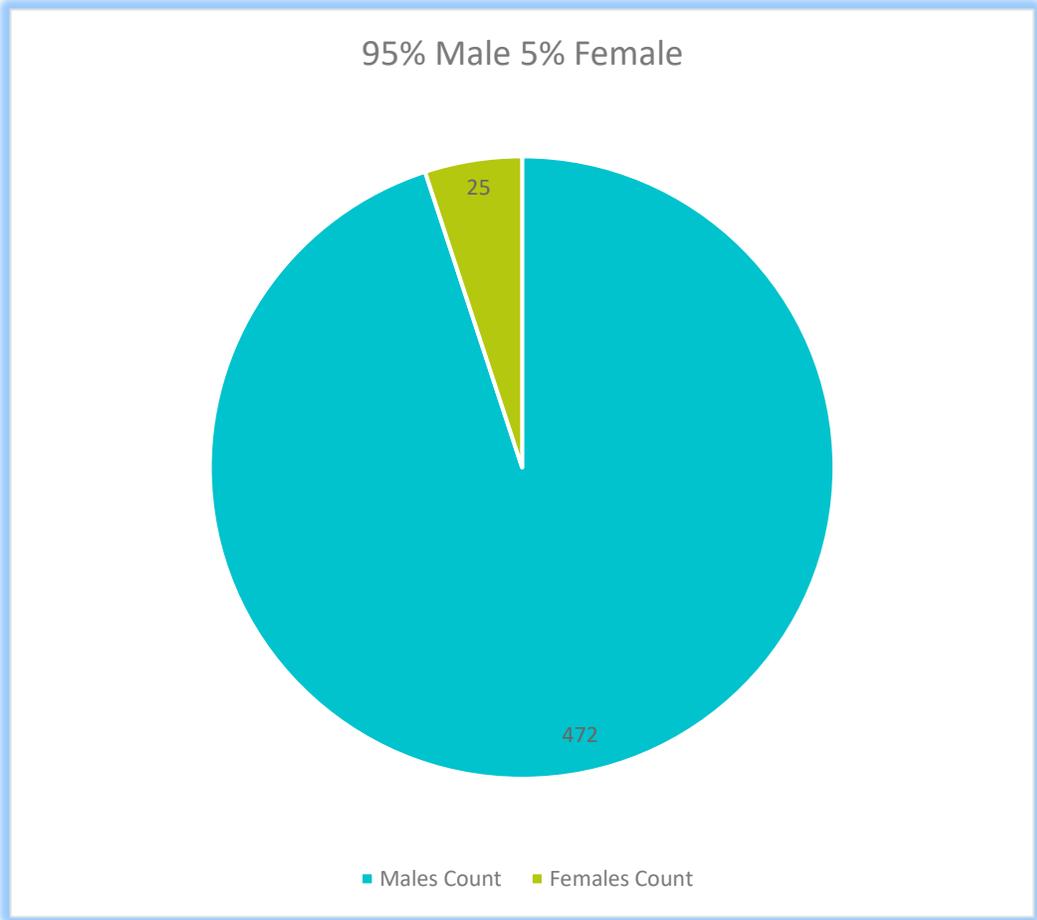
This Gender Pay Gap Report is based on data as of 26th of June 2022.

Our workforce at the time of the snapshot was 497 employees within Ireland: 472 males and 25 females.

The gender pay gap is **the difference in the average hourly wage of men and women across the workforce irrespective of job, working patterns or experience.**

The gender pay gap should not be confused with equal pay, this discriminatory practice was outlawed in the Republic of Ireland by equal pay legislation in 1975.

In STS, we review pay to ensure that there is consistency between roles and employees within roles.



# Results

The table set out below has been calculated using the standard methodologies used in the Gender Pay Gap Information Act 2021. The mean is the average point for all female and male employees and the median is the midpoint. Where the result is shown as a plus number, the male rate is higher, where it is shown as minus number the female rate is higher.

Category	STS Percentage
The Mean Gender Pay Gap	20.81%
The Median Gender Pay Gap	27.09%
The Mean Bonus Gender Pay Gap	73.04%
The Median Bonus Gender Pay Gap	80%
The Proportion of Males Receiving a Bonus Payment	11.23%
The Proportion of Females Receiving a Bonus Payment	100%

Pay Quartiles by Gender Bands	Males	Females
A Lower Quartile	92.92%	7.08%
B Lower Middle Quartile	92.37%	7.63%
C Upper Middle Quartile	96.95%	3.05%
D Upper Quartile	97.56%	2.44%

# THE FACTORS AFFECTING OUR 2022 GENDER PAY GAPS

STS is successful in attracting female applicants for roles in its support functions. There is gender imbalance as our female employees in the reporting period were 5% and males were 95%. The gender pay gap is significantly impacted by lower female proportions in operational and engineering roles. The number of females applying for these roles are low. In general, the Engineering industry does not attract females. There is also a higher proportion of men in the most senior operational roles which leads to higher earning opportunities.

Roles with eligibility for paid overtime or differences in hours worked which are predominately site based non support roles impacted our gender pay gap too.

Performance related bonuses are not available for support based roles so this impacts the median and mean bonus gender pay gap with females predominately in support roles with standard small bonuses.

There is greater representation of females in the lower and middle quartile. We aim to address this by promoting female participation in more technical roles.

STS have clear salary ranges in place for all job roles, however specialist skills and qualifications can warrant variations in salaries which can result in large gaps in salaries. While construction remains a male dominated industry STS continues to invite applications from females for all our senior and site based roles.

Our pay practices ensure fairness and equity. All females work in support roles which though competitively paid within the sector typically have lower earning potential. STS encourages internal progression and endeavours to enable employees to progress to management roles.

# CLOSING THE GENDER PAY GAP

STS Group is fully committed to the promotion of gender diversity in all areas of its business. The company has agreed objectives as part of its 2023 strategy to promote the recruitment and retention of female employees, as well as, the promotion of males in support based roles. Growing the female resource pool is critical to the company's growth and achieving its goals.

STS Group offers hybrid and flexible working which supports the dynamic needs of both its male and female employees.

In 2022, STS Group launched a Management Development Program to improve gender diversity across the group. Through this programme, STS Group actively promotes training and education opportunities for both male and female employees.

As part of the companies continued commitment to inclusion and diversity, the company's CSR strategy includes a series of initiatives specifically related to female and male health topics. Attracting females into the sector remains a challenge across the industry, and breaking the bias through these initiatives, coupled with our outreach programs in schools and university's, the company continues to advocate for women within the industry. The company's vision is to improve the industry perception and improve female enrolment and progression within the sector.