

Gender Pay Gap Report 2023

STS

Dussmann Technical Solutions
Waterford • 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.

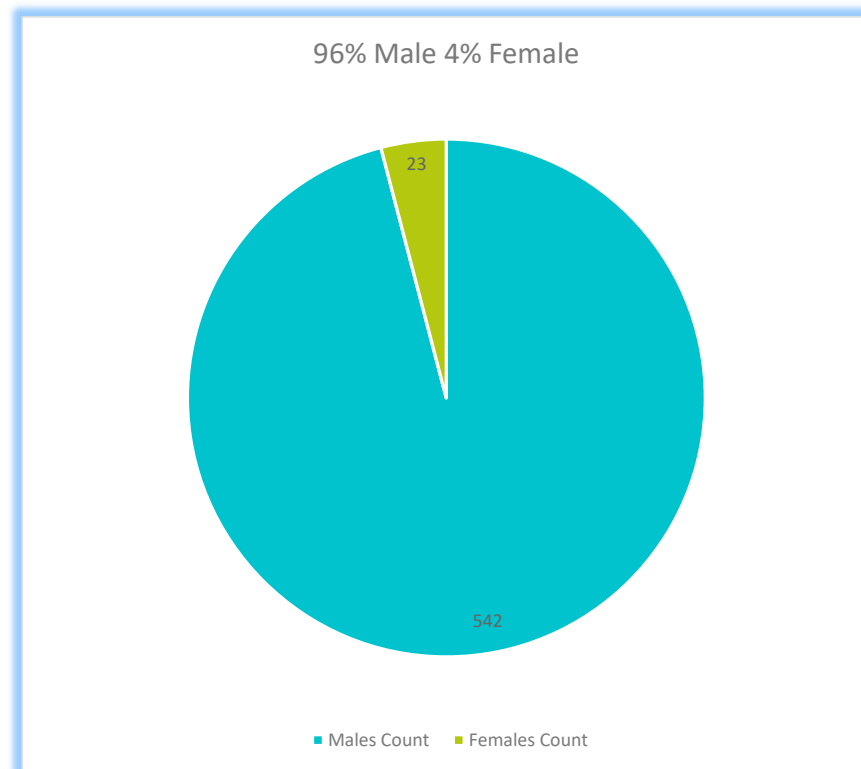
This Gender Pay Gap Report is based on data as of 25th of June 2023.

Our workforce at the time of the snapshot was 565 employees within Ireland: 542 males and 23 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 objective is to promote transparency and address any gender pay disparities.**

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. The table also shows bonus pay gaps and the proportion of male and female employees across different pay quartiles.

Category	2023	2022
The Mean Gender Pay Gap	3.68%	20.81%
The Median Gender Pay Gap	4.39%	27.09%
The Mean Bonus Gender Pay Gap	82.11%	73.04%
The Median Bonus Gender Pay Gap	75%	80%
The Proportion of Males Receiving a Bonus Payment	14.94%	11.23%
The Proportion of Females Receiving a Bonus Payment	78.26%	100%

Pay Quartiles by Gender Bands	2023 Males	2023 Females	2022 Males	2022 Females
A Lower Quartile	93.89%	6.11%	92.92%	7.08%
B Lower Middle Quartile	96.50%	3.50%	92.37%	7.63%
C Upper Middle Quartile	96.53%	3.47%	96.95%	3.05%
D Upper Quartile	97.06%	2.94%	97.56%	2.44%

THE FACTORS AFFECTING OUR 2023 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 4% and males were 96%. The number of females applying for engineering roles is low. In general, the Engineering industry does not attract females.

There has been significant improvement since 2022. There are now extra females in both the upper middle and upper quartiles and 50% less in the lower middle quartile. There has also been a massive improvement in the mean and median gender pay gap 3.68% and 4.39% respectively versus 20.81% and 27.09% in 2022. Efforts to attract and retain a diverse work force has led to improved gender representation across the quartiles. A number of female employees are now pursuing further educational opportunities with the support of the company.

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 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.

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.

Our pay practices ensure fairness and equity. All females work in support roles which are competitively paid within the sector. 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.
- As part of the company's 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 universities, 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.