

# Gender Pay Gap Report 2024

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.

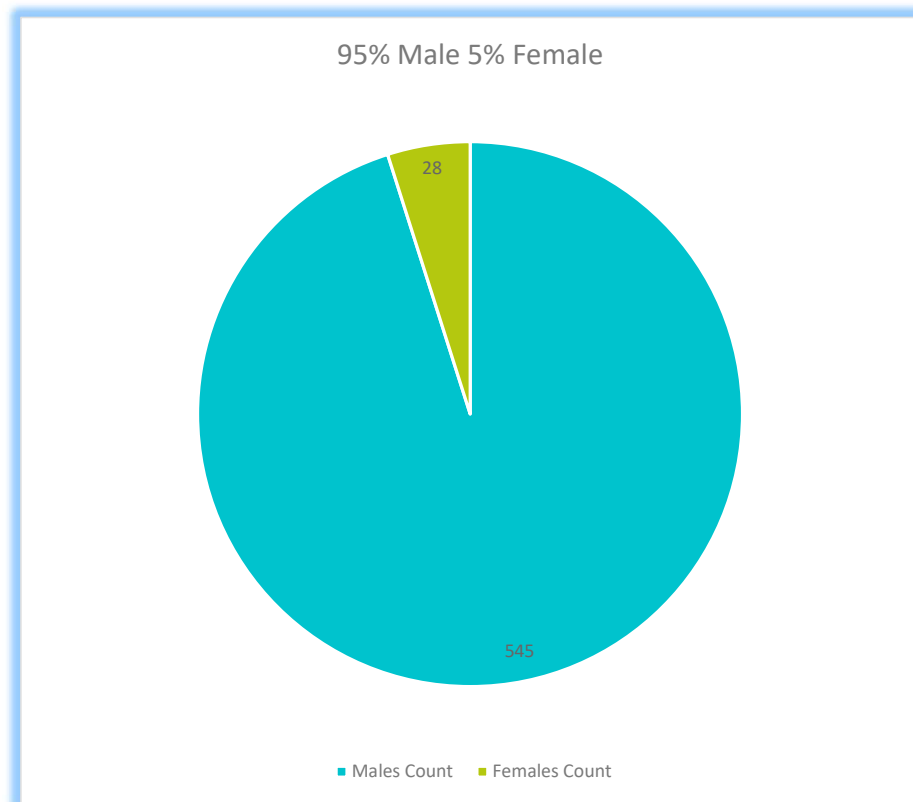
This Gender Pay Gap Report is based on data as of 25th of June 2024.

Our workforce at the time of the snapshot was 573 employees within Ireland: 545 males and 28 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	2024	2023
The Mean Gender Pay Gap	8.84%	3.68%
The Median Gender Pay Gap	5.56%	4.39%
The Mean Bonus Gender Pay Gap	14.09%	82.11%
The Median Bonus Gender Pay Gap	0%	75%
The Proportion of Males Receiving a Bonus Payment	10.28%	14.94%
The Proportion of Females Receiving a Bonus Payment	78.57%	78.26%

Pay Quartiles by Gender Bands	2024 Males	2024 Females	2023 Males	2023 Females
A Lower Quartile	90.34%	9.66%	93.89%	6.11%
B Lower Middle Quartile	97.95%	2.05%	96.50%	3.50%
C Upper Middle Quartile	95.21%	4.79%	96.53%	3.47%
D Upper Quartile	97.95%	2.05%	97.06%	2.94%

## THE FACTORS AFFECTING OUR 2024 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 number of females applying for engineering roles is low. In general, the Engineering industry does not attract females.

There has been continued improvement since 2023. There are now extra females in the upper middle quartile. There has been a slight regression in the mean and median gender pay gap 8.84% and 5.56% respectively versus 3.68% and 4.39% in 2023 but nothing significant. We have narrowed the gap considerably in the mean and median gender bonus gap 14.09% and 0% respectively versus 82.11% and 75% in 2023. Efforts to attract and retain a diverse work force continue to lead 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.

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 2024 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.