



## GENDER PAY GAP REPORT 2022



# Anord Mardix Ireland Ltd

In accordance with 'The Gender Pay Gap Information Act 2021', we have published our Gender Pay Gap Report 2022. The data in this report is based on a snapshot date of 30<sup>th</sup> June 2022.

Anord Mardix is an equal opportunity employer, and we are proud of all our employees who work hard to deliver exceptional products and services to our clients. Our Shop Floor employees who represent over 70% of our total employees are covered by negotiated agreements, under which our female employees are paid the same pay rates of pay as their male colleagues.

Headcount Analysis	Female	22%
	Male	78%
	Total Headcount	278 Employees

Proportion Employees Receiving Bonuses	F	61%
	M	70%

\* 0% of employees received BIK

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Pay Quarterlies	Upper	F	12%
		M	88%
	Upper Middle	F	20%
		M	80%
	Lower Middle	F	30%
		M	70%
Lower	F	26%	
	M	74%	

F = Female  
M = Male

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Hourly Pay Gap Analysis- All Employees	Mean	42%
	Median	12%

Hourly Pay Gap Analysis- Temporary Employees	Mean	11%
	Median	10%

Bonus Pay Gap Analysis- All Employees	Mean	96%
	Median	20%

Bonus Pay Gap Analysis- Temporary Employees	Mean	4%
	Median	0%

# Reasons behind Gender Pay Gap

Our gender pay gap is materially affected by the relatively low proportion of females in the manufacturing and engineering industry.

In 2021 our bonus pay gap was unusually high due to an acquisition.

Manufacturing and engineering is traditionally a male dominated industry however, we continue to see a welcome increase in the number of female applications and new recruits across both our shop floor and office positions.



# Measures being taken and commitment to addressing the gap

**We are committed to achieving gender equity in our company.**

## **1. Hire More Female Employees**

The manufacturing / engineering industry traditionally experiences a lower proportion of female employees, however over the past number of years we have seen a gradual increase in female employees and will continue to strive to increase our number of female employees.

## **2. Increase Proportion of Female Promotions**

Anord Mardix Ireland is committed to building on the number of female employees in management and leadership positions.

## **3. Inclusive Recruitment**

Anord Mardix Ireland is committed to ensuring all hiring practices are inclusive, promote diversity and are gender neutral.





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