



**GENDER PAY GAP REPORT
2023**



Anord Mardix Ireland Ltd

In accordance with 'The Gender Pay Gap Information Act 2021', we have published our Gender Pay Gap Report 2023. The data in this report is based on a snapshot date of 30th June 2023.

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	21%
	Male	79%
	Total Headcount	371 Employees

Proportion Employees Receiving Bonuses	F	64%
	M	61%

* 0% of employees received BIK

Pay Quarterlies	Upper	F	10%
		M	90%
Upper Middle		F	20%
		M	80%
Lower Middle		F	27%
		M	73%
Lower		F	27%
		M	73%

F = Female
M = Male

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Hourly Pay Gap Analysis- All Employees	Mean	23%
	Median	9%

Hourly Pay Gap Analysis- Temporary Employees	Mean	13%
	Median	9%

Bonus Pay Gap Analysis- All Employees	Mean	62%
	Median	13%

Bonus Pay Gap Analysis- Temporary Employees	Mean	16%
	Median	5%

Gender Pay Gap Observations

Our gender pay gap is affected by the low proportion of females in the manufacturing and engineering industry. Manufacturing and engineering is traditionally a male dominated industry. The gap is also driven by the fact that we have more males in senior positions and with greater tenure than females.

In 2023 however, we have seen a significant drop in our hourly and bonus gender pay gaps. This was due to our commitment in 2022 to have inclusive recruitment practices and to also increase the proportion of Female promotions.

In 2023 we had two females (one in HR and one in Finance) promoted into more senior positions. Both employees are an integral part of our senior leadership team. We have also had promotions of Female Team Leaders who Lead a team of general operatives on our shop floor.



Measures being taken and commitment to addressing the gap

We are delighted to announce a positive reduction in our gender pay gap in 2023 compared to 2022 and we continue to be committed to achieving gender equity in our company.

Continue to Increase Proportion of Female Promotions

Our goal is for our leadership to reflect the diversity of our organization, and we are dedicated to further driving female representation in Senior roles

Inclusive Recruitment

Our Talent Management and HR Information System teams have:

- Provided training to mitigate bias in the talent review process for HR and people managers.
- Added a DEI commitment at requisition creation that all hiring managers must agree to before posting their open position.





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