



GENDER PAY GAP REPORT 2024

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 2024.

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 75% of our total employees are covered by set pay structures and training matrixes, under which our female employees are paid the same pay rates of pay as their male colleagues.

Headcount Analysis	Female	25%
	Male	75%
	Total Headcount	459 Employees

Proportion Employees Receiving Bonuses	F	65%
	M	67%

Proportion Employees Receiving BIK	F	0%
	M	1%

Pay Quarterlies	Upper	F	18%
		M	82%
Upper Middle	F	21%	
	M	79%	
Lower Middle	F	26%	
	M	74%	
Lower	F	35%	
	M	65%	

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Hourly Pay Gap Analysis- All Employees	Mean	23%
	Median	13%

Hourly Pay Gap Analysis- Temporary Employees	Mean	8%
	Median	20%

Bonus Pay Gap Analysis- All Employees	Mean	60%
	Median	25%

Bonus Pay Gap Analysis- Temporary Employees	Mean	-48%
	Median	9%

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 2024 our hourly gender pay gap has remained the same. However, our bonus gender pay gap has reduced by 2%. We have seen an increase of females within our Upper and Upper Middle Pay quartiles since last year.

In 2024 we have had two females join our Engineering Teams and continually look at supporting females to grow into leaderships roles. We have had 2 new Female Team Leaders who Lead a team of general operatives on our shop floor.



Measures being taken and commitment to addressing the gap

Anord Mardix are committed to achieving gender equity in our company. Since last year's report we have increased our headcount significantly whilst adding 4% more females to our workforce which has increased every year since 2022.

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.
- For Managers it is now mandatory within our goal setting process they include 1 DEI goal to work on for the year



