POWERCOMM GROUP

2026

GENDER PAY GAP REPORT



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THE PAY GAP

The Gender Pay Gap is the difference in the average hourly wage of men and women across the workforce. Under the Gender Pay Gap Information Act 2021, organisations in Ireland are required to report on their hourly gender pay gap across various metrics.

The Gender Pay Gap shows the overall difference in earnings between men and women across an organisation, regardless of the roles they hold. It is not the same as equal pay, which relates to pay differences for the same role.

This report presents a snapshot as of 30th June 2026, the first Gender Pay Gap report for Powercomm Group. We are committed to the development and growth of all our staff and will use these findings to identify areas for improvement and track our progress over time.

ABOUT US

Powercomm Group was established in 2008 by James Cafferty and specialises in high- and medium-voltage engineering solutions. Traditionally, the engineering and electrical sectors are male-dominated, reflecting the profile of our earlier workforce, which primarily comprised electricians and engineers.

Since 2023, Powercomm Group has tripled its headcount and significantly increased the number of female employees, particularly in leadership roles. We continue to actively encourage diversity in recruitment, development, and promotion.



IRELAND GENDER PAY GAP 2026

HOW IS THE PAY GAP CALCULATED?

The gender pay gap is calculated using all employees (full-time and part-time) employed on the snapshot date, based on their hourly rate derived from pay, bonuses, and working hours over the preceding 12 months.
The mean pay gap compares the average hourly rate for men and women, while the median pay gap compares the middle point of hourly rates. Quartiles are also calculated to show the distribution of men and women across pay bands.

Metric	2026	2025	Trend
Employees	120	85	41.2% increase in workforce size.
Mean Hourly Pay (Male)	€27.84	€27.42	↑
Mean Hourly Pay (Female)	€23.21	€22.63	↑
Mean Pay Gap	16.6%	17%	Improvement
Median Hourly Pay Gap (Male)	€27.44	€28.55	↓
Median Hourly Pay Gap (Female)	€23.75	€23.25	↑

PAY GAP TRENDS EXPLAINED

Observations:

- **Both the mean and median gender pay gaps have reduced year-on-year.** The mean gap decreased from 17.48% to 16.61%, while the median gap reduced from 18.56% to 13.45%, demonstrating positive progress.
- **Powercomm's workforce has grown by 41.2%**, from 85 to 120 employees. During this period, **female representation increased from 8 to 14 employees**, representing a 75% increase in female headcount.
- **We have continued to improve female representation** across the business, including within engineering and electrical apprenticeships. This is an encouraging development as we work towards greater gender diversity in traditionally male-dominated roles.
- **Gender representation within the electrical engineering sector remains a challenge**. Industry figures highlight the relatively low proportion of female engineering graduates and qualified engineers in Ireland, which continues to influence the available recruitment pool for technical and senior positions.
- Industry benchmarking provides further context for our results. **According to PayGap.ie, the average mean gender pay gap across the Irish construction sector was 19.06% in 2025, compared with Powercomm Group's 2026 figure of 16.61%**
- While progress has been made in increasing female representation at senior levels, women remain underrepresented in the highest-paid quartile. **Improving opportunities for career development and progression will remain an important focus as the business continues to grow.**

Quartile Distribution (2026 vs 2025)

Quartile	2026 Male	2026 Female	2025 Male	2025 Female
Q1 (Low)	87%	13%	76 %	14%
Q2 (Mid Low)	80%	20%	76%	24%
Q3 (Mid High)	87%	13%	86%	14%
Q4 (High)	100%	0%	100%	0%

Mean Gender Age Gap based on hourly pay

16.6%

FOCUS ON FUTURE

Our Commitment to Workplace Culture, Diversity and Inclusion

At Powercomm Group, we recognise that reducing the gender pay gap requires more than reviewing pay structures. It involves creating a workplace where employees feel supported, have access to development opportunities and can progress throughout their careers.

As our workforce continues to grow, we remain focused on building an inclusive working environment that attracts and retains talented people from a wide range of backgrounds.

Supporting Gender Equality and Career Development

To continue addressing our gender pay gap, Powercomm Group will focus on:

- Fair Pay and Progression: Continuing to review remuneration, bonus structures and promotion opportunities to ensure fairness and transparency across comparable roles.
- Recruitment: Encouraging more women to consider careers in electrical engineering, construction and technical roles, supported by our recruitment partners and early careers initiatives.
- Training and Development: Supporting career progression through the Powercomm Academy, including apprenticeship, graduate and professional development programmes.
- Leadership Opportunities: Encouraging greater female representation in management and senior positions through training, mentoring and career development.
- Monitoring Progress: Reviewing our gender pay gap annually and identifying areas where further improvements can be made.

Flexible Working and Family Support

We recognise the importance of supporting employees in balancing their professional and personal responsibilities.

We have also introduced paid maternity and paternity leave top-ups, supporting employees and their families during important life events.

These initiatives form part of our wider commitment to employee wellbeing, retention and creating a supportive working environment.

Diversity, Inclusion and Employee Engagement

Powercomm Group is proud to have a workforce made up of people from a wide range of nationalities, cultures and backgrounds.

Our Diversity and Inclusion Survey highlighted the importance of recognising and celebrating the different cultures and traditions represented across our business.

We continue to build on this through:

- Cultural Awareness: Recognising important cultural and religious celebrations, sharing traditions and encouraging greater understanding among colleagues.
- Employee Engagement: Creating opportunities for employees to share feedback, contribute ideas and help shape workplace initiatives.
- Inclusive Recruitment: Encouraging applications from people of different backgrounds and promoting equal opportunities throughout our recruitment processes.
- Employee Development: Supporting employees at different stages of their careers through training, mentoring and professional development.
- Workplace Wellbeing: Continuing to promote a positive and respectful working environment where employees feel supported and valued.



CONCLUSION

Powercomm Group has continued to make positive progress in reducing its gender pay gap. Our mean pay gap has decreased from 17.48% to 16.61%, while our median pay gap has reduced from 18.56% to 13.45%.

We have also increased female representation across the business by 75%, including within engineering and apprenticeship roles, and have continued to support opportunities for career development and progression.
While we recognise that challenges remain, particularly within a traditionally male-dominated industry, we are committed to building on this progress.

As Powercomm continues to grow, improving gender balance and ensuring fair opportunities for all will remain an important part of our commitment to our people.

IRELAND GENDER PAY GAP
2026, FULL DATA DISCLOSURE

Metric	Male	Female	Gender Gap / Notes
% of employees paid bonuses	100.00%	0.00%	–
% of employees receiving benefits in kind	0%	0%	–
Quartile distribution (by hourly pay)			
Q1 (Low)	87%	13%	–
Q2 (Mid-Low)	80%	20%	–
Q3 (Mid-High)	87%	13%	–
Q4 (High)	100%	0%	–
Mean hourly pay (€)	27.84	23.21	Gap: 16.6%
Part-time employees	0%	0%	–
Temporary contracts	0%	0%	–
Median hourly pay (€)	27.44	23.75	Gap: 13.5%
Part-time employees	0%	0%	–
Temporary contracts	0%	0%	–
Mean bonus (€)	7,000	0	Gap: 100%
Median bonus (€)	6,000	0	Gap: 100%