

2025  
**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 2025, 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 2025

## 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	2025	2024	Trend
Employees	85	43	Workforce doubled
Mean Hourly Pay (Male)	€27.42	€33.70	↓
Mean Hourly Pay (Female)	€22.63	€19.83	↑
Mean Pay Gap	17%	41%	Significant improvement
Median Hourly Pay Gap (Male)	€28.55	€33.42	↓
Median Hourly Pay Gap (Female)	€23.25	€17.77	↑

# PAY GAP TRENDS EXPLAINED

## Observations:

- The mean and median pay gaps have reduced substantially, demonstrating improvement in pay equity.
- Quartile distribution shows early signs of female representation in mid-lower bands, reflecting growing diversity as the company expands.
- According to the Higher Education Authority, just 23% of engineering graduates in Ireland were female last year, while female engineers represent just 12% of the profession. Therefore, it is challenging to attract female engineering talent, which accounts for a relatively small percentage of females in the mid-to-high quartile.
- We compared ourselves to other similar HV industries, which have a similar Gender Pay Gap at 19.5%.
- We have significantly improved female representation at a senior level between 2024 and 2025.

Quartile Distribution (2025 vs 2024)

Quartile	2025 Male	2025 Female	2024 Male	2024 Female
Q1 (Low)	86%	14%	64%	36%
Q2 (Mid Low)	76%	24%	82%	18%
Q3 (Mid High)	86%	14%	100%	0%
Q4 (High)	100%	0%	100%	0%

Mean Hourly Remuneration of all employees



Mean Gender Age Gap based on hourly pay

17%

# FOCUS ON FUTURE

# POWERCOMM

## To continue reducing the Gender Pay Gap, Powercomm Group will:

- Review and revise bonus structures to ensure alignment with gender parity goals.
- Recruitment drive with a focus on sourcing female engineering talent. We have already engaged with several recruitment agencies for this purpose.
- Implement mentorship and leadership programs to encourage women into senior positions.
- Conduct regular pay audits to ensure fair remuneration across comparable roles.
- Increase transparency around promotion and bonus opportunities.

• Flexible Working and Family Leave. We recognise the importance of formalised flexibility for our colleagues. We have introduced a hybrid working policy, where requests will be reviewed based on role and team requirements. Additionally, we have introduced paid top-up family leave, ensuring staff on maternity or paternity leave receive their full salary.

## Diversity, Inclusion & Recruitment Initiatives:

- Targeted recruitment for female engineers.
- Gender-diverse interview panels.
- Women's Day events and internal campaigns to highlight role models.
- Doubled female representation in senior management since 2024.
- Continuous career development support, including training and mentoring.
- Celebration of other cultures. The results from our Diversity and Inclusion survey indicate that we have a diverse workforce comprising individuals from various cultural backgrounds and diverse religious beliefs. At Powercomm, we believe this is something we should be celebrating. We will mark key cultural and religious events in a respectful and inclusive way.
- Staff Engagement Committee - We are establishing a Staff Engagement Committee to ensure that all voices are heard. This group will help shape staff events, celebrate diversity, and represent colleagues from all backgrounds

## Employee Survey Results:

We have a fair representation of diversity across our roles, and many of the staff feel happy in their work and included. However, there is always room for improvement. The initiative highlighted above will go towards improving our work environment for all. We encourage our staff to continually provide feedback.

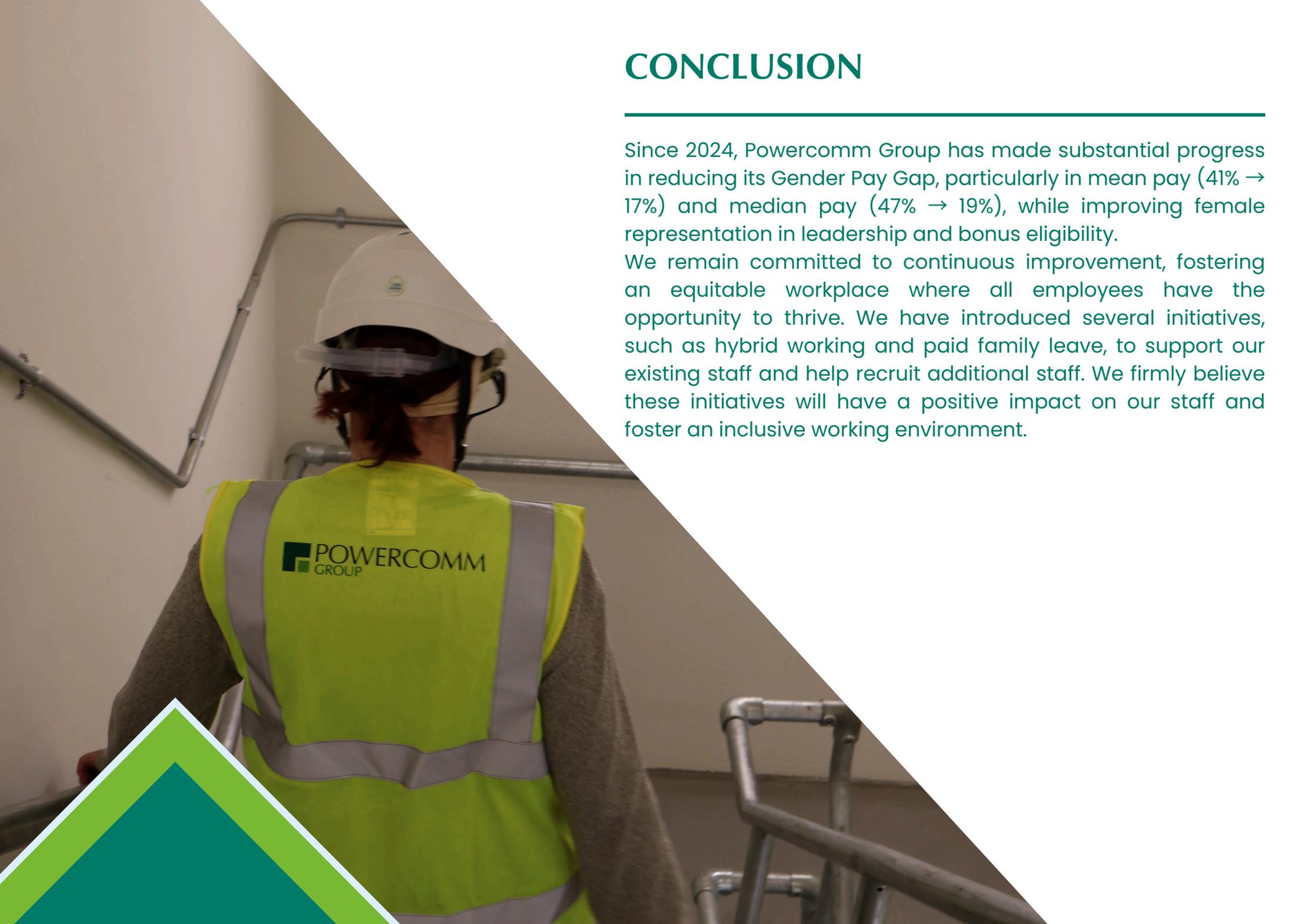


# CONCLUSION

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Since 2024, Powercomm Group has made substantial progress in reducing its Gender Pay Gap, particularly in mean pay (41% → 17%) and median pay (47% → 19%), while improving female representation in leadership and bonus eligibility.

We remain committed to continuous improvement, fostering an equitable workplace where all employees have the opportunity to thrive. We have introduced several initiatives, such as hybrid working and paid family leave, to support our existing staff and help recruit additional staff. We firmly believe these initiatives will have a positive impact on our staff and foster an inclusive working environment.



# IRELAND GENDER PAY GAP

## 2025, FULL DATA DISCLOSURE

Metric	Male	Female	Gender Gap / Notes
<b>% of employees paid bonuses</b>	83.30%	16.70%	–
<b>% of employees receiving benefits in kind</b>	0%	0%	–
<b>Quartile distribution (by hourly pay)</b>			
Q1 (Low)	86%	14%	–
Q2 (Mid-Low)	76%	24%	–
Q3 (Mid-High)	86%	14%	–
Q4 (High)	100%	0%	–
<b>Mean hourly pay (€)</b>	27.42	22.63	Gap: 17%
Part-time employees	0%	0%	–
Temporary contracts	0%	0%	–
<b>Median hourly pay (€)</b>	28.55	23.25	Gap: 19%
Part-time employees	0%	0%	–
Temporary contracts	0%	0%	–
<b>Mean bonus (€)</b>	10,150	1,000	Gap: 90%
<b>Median bonus (€)</b>	12,500	1,000	Gap: 92%