



2025 Gender Pay Gap Report



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9001:2015

Irish Pioneer Works

Gender Pay Gap

Report 2025

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Irish Pioneer Works is dedicated to delivering high-quality steel fabrication and galvanising solutions that meet the highest standards of excellence and innovation. We are committed to providing our customers with exceptional products and services, utilising sustainable practices that prioritise environmental responsibility.

Irish Pioneer Works workforce comprises a diverse and talented group of individuals contributing to our company's success. We strive to be a leader in the steel fabrication industry by continuously improving our processes, investing in our employees, and fostering a culture of integrity and respect. Gender diversity enhances productivity and organisational growth positioning us better to achieve our strategic goals.

At Irish Pioneer Works, remuneration is intended to be gender neutral. Any disparities in pay and bonuses between male and female colleagues are attributed to the composition of our workforce, which has traditionally been male dominated.

Our commitment to Gender Pay Gap reporting reflects our dedication to creating an inclusive workplace where every employee is valued and rewarded equitably.

The Gender Pay Gap is a measure of the percentage difference in hourly pay or bonus of men and women working for Irish Pioneer works. It captures both the mean and median gender pay gap by measuring the average hourly rate of pay across the relevant period. This regardless of their role in the organisation or length of service. It is important not to confuse the pay gap figures with an equal pay comparison. Equal pay is a direct comparison of two employees doing the same or comparable work. Equal pay is not covered in this report.

This Gender pay gap report relates to the 12 -month period that ended on the 27th of June 2025.

Terminology

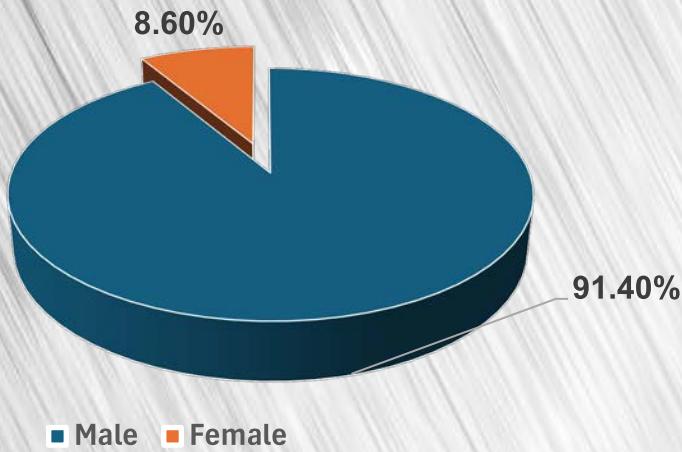
Mean – The mean pay gap is the difference between a company's total wage spend-per-woman and its total wage spend-per-man. The number is calculated by taking the total wage bill for each and dividing it by the number of men and woman employed by the organisation.

Median – the difference between the pay of the middle-earning male and the middle-earning female within an organisation.

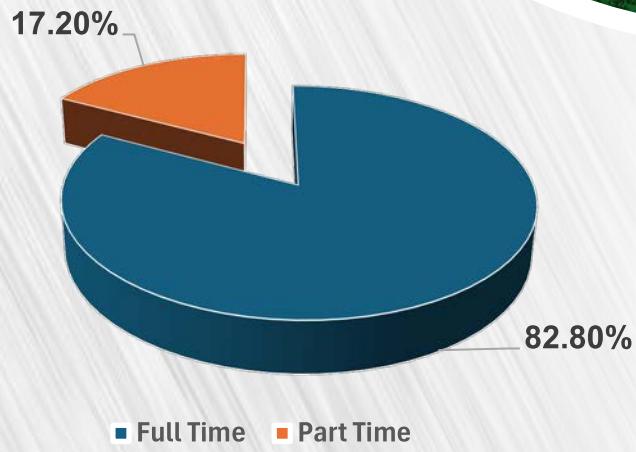
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Gender Distribution



Full Time / Part Time



Gender Distribution of 93 Total Employees

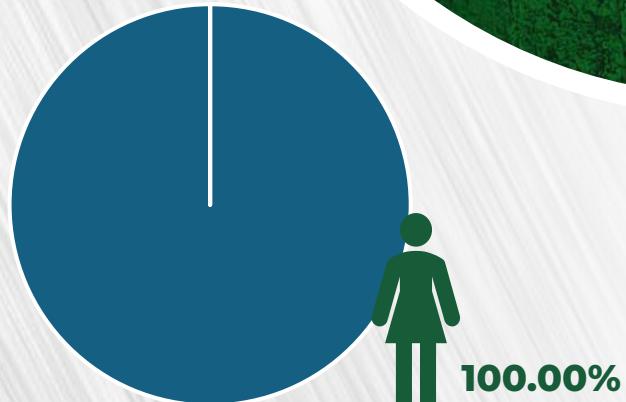
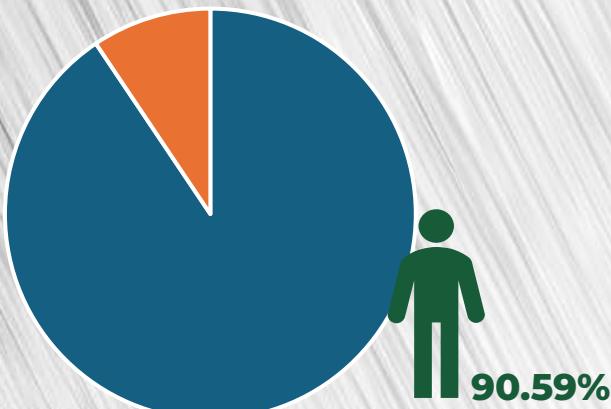
Category	Percentage	Percentage
The Mean Gender Pay Gap		10.73%
The Median Gender Pay Gap		7.18%
The Mean Bonus Gender Pay Gap		-95.20%
The Median Bonus Gender Pay Gap		-75.00%



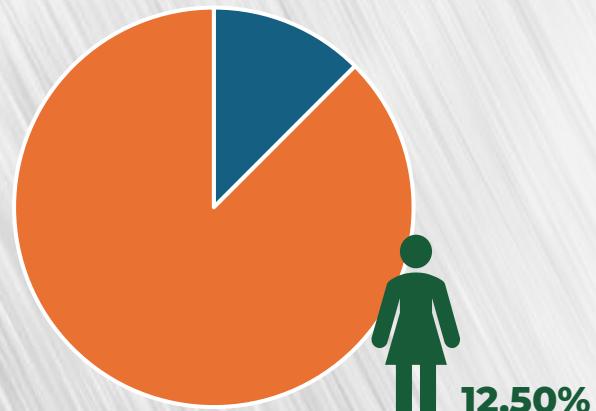
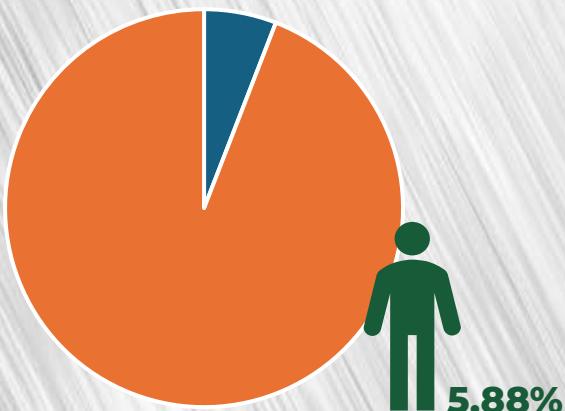
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Bonus Paid Proportions



BIK Paid Proportions



Gender Distribution by Pay Quartile

Category Percentage	Male	Female
Quartile 1 Upper	86.96%	13.04%
Quartile 2 Upper Middle	95.65%	4.35%
Quartile 3 Lower Middle	100.00%	0.00%
Quartile 4 Lower	83.33%	16.67%

Actions we are taking

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The mean gender pay gap is 10.73% in favour of males, meaning the average hourly rate for females is 10.73% below that of male employees. This difference is primarily driven by the long-term structural, traditional higher proportion of men in more senior roles in the construction industry. In addition, overtime and role related allowances continue to be key drivers of IPW's gender pay gap.

While we are proud of the progress we've made in building a diverse team, we also recognize that there is still room for improvement. Through targeted initiatives such as redefining and re-engineering process, more flexible and hybrid working methodologies, inclusive hiring practices we are steadily increasing our female numbers.

- We continue to embed Inclusion & Diversity in our recruitment practices to ensure we are an open and attractive employer for all, from the drafting of job descriptions to candidate selection methodologies.
- Continued review of working practices and supporting flexible working practices where practical.
- Improved communication of opportunities across the business.
- Continue to offer apprenticeship opportunities.
- Continue to benchmark salaries annually and ensure fair pay and benefits for all.
- Ensuring gender balance is a central part of our succession planning which will help us create a more inclusive and diverse leadership team.

Our journey toward greater diversity and inclusion is ongoing, and we are dedicated to making further strides in this area.