

Data Snapshot Date 29th June 2024



Gas Networks Ireland

Gender Pay Gap Report



Introduction

This year we launched our Pathway to a Net Zero Carbon Network where we outline how we will deliver a repurposed, resized and fully decarbonised network by 2045. To succeed, we understand our people are at the heart of realising our ambition. Our Diversity, Equity, and Inclusion (DEI) strategy is integral to our corporate strategy where our 'energised people' will continue to deliver on our strategic ambitions. Embracing diversity, equity, and inclusion enables us to fully benefit from a wide range of talents, perspectives, and experiences, enhancing our operational delivery and excellence and improves our employees' sense of belonging and connection, morale, and productivity. This year, we were also selected as the first utility company to become a champion of the United Nations' Sustainable Development Goals (UNSDGs) by the Department of Environment, Climate and Communications, demonstrating our continued commitment to sustainability including particular emphasis on diversity, equity, and inclusion. The Executive team and I are committed to delivering a sustainable future with our programmes focused on addressing our gender pay gap and ensuring a fair, equitable and inclusive environment for all as we move forward and realise our ambition of a fully decarbonised network.

Cathal Marley, Chief Executive Officer





“Our aim is to help educate future engineers, craft workers, technicians and sustainability professionals and to inspire lifelong learning in the younger generation of Ireland”

I am happy to announce that we continue to make progress with regards to reducing our gender pay gap. “People are at the heart of our business, and we need to continue to attract, retain and develop the best people if we are to realise a fully decarbonised network by 2045 as envisaged in our Pathway to a Net Zero Carbon Network document.”

Our people strategy focuses on attracting, retaining, and developing talent to deliver a fully decarbonised network. To achieve this, we have implemented many initiatives, including a hybrid working model, extensive learning and development programmes, Graduate and Apprentice programmes and the introduction of progressive policies. The diversity, equality, and inclusion (DEI) programme, ibelong, has driven changes in recruitment, selection processes, and learning initiatives. Employee resource groups have been established, and continue to grow, becoming an integral part of our business. Overall, our strong culture and commitment to our people is key to our success and future ambition.

This year we received the Engineers Ireland CPD Employer of the Year Award for our pioneering Female Development Programme, which aims to increase the percentage of women within the organisation’s senior management team to 40% and beyond. The programme encompasses classroom-based learning, self-directed learning, coaching and mentorship resulting in a strong, supportive network of female colleagues across all levels of the business.

We support and encourage an interest in STEAM subjects to increase the number of younger females, in particular, continuing these subjects following completion of post primary education.

We will continue to work towards addressing the gaps in Gas Networks Ireland from a gender perspective ensuring a fair, equitable and inclusive organisation where all of our female colleagues have the supports available to progress and have opportunities to fully utilise their talent and positive contribution.

Nicola McSweeney, People Director

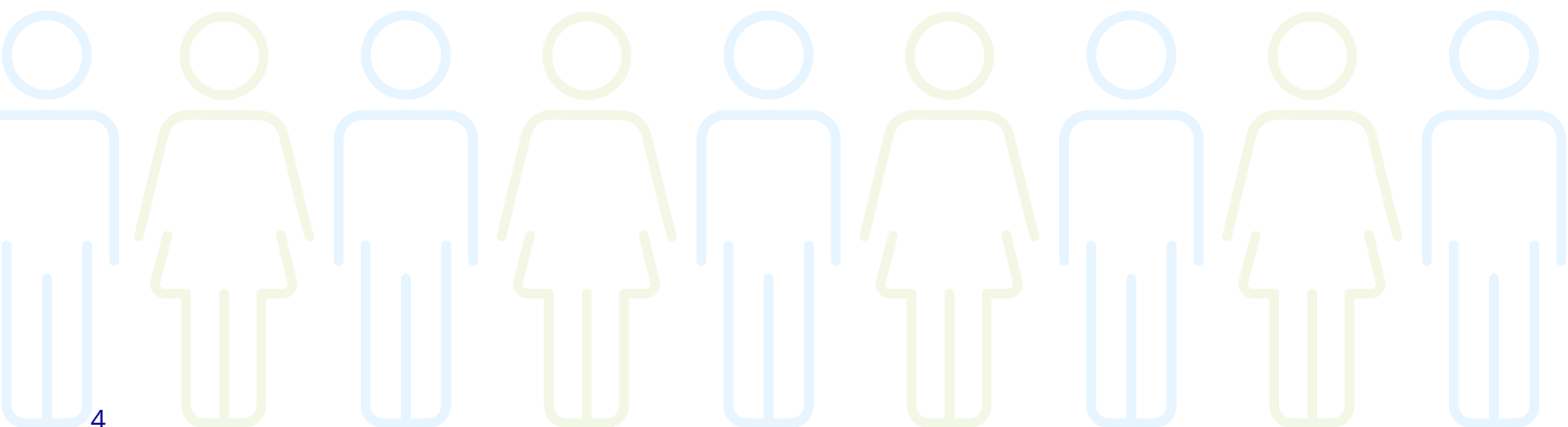


What is gender pay gap?

Gender pay gap (GPG) is defined as the % difference between the average or mean and median hourly remuneration and bonus remuneration of women and men, regardless of their seniority. Under the regulations, associated with the Gender Pay Gap Information 2021, the gap must be measured, in all organisations with 150 or more employees, using the mean and the median across roles in Gas Networks Ireland.

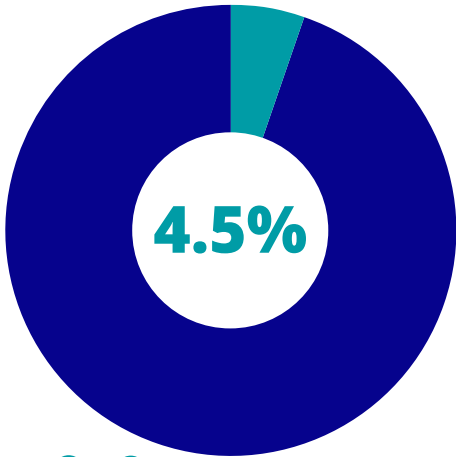
Gender Pay Gap is different to “equal pay for equal work”?

Gender Pay Gap should not be confused with equal pay, which legally requires men and women performing equivalent work to be paid the same. Gas Networks Ireland fully complies with its legal obligations in relation to equal pay, in line with the Employment Equality Acts 1998-2015.

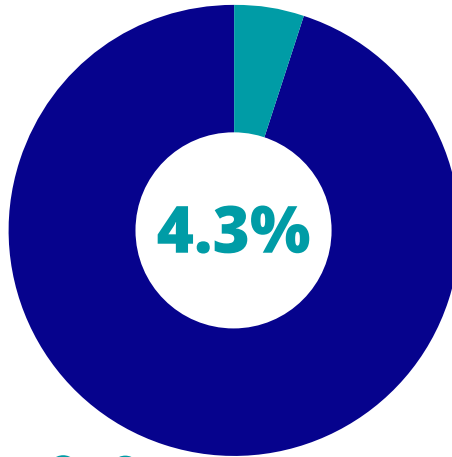


Gas Networks Ireland gender pay gap

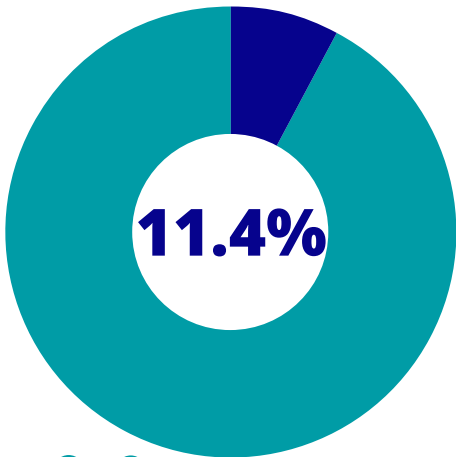
In Gas Networks Ireland, our gender pay gap is 4.5%.



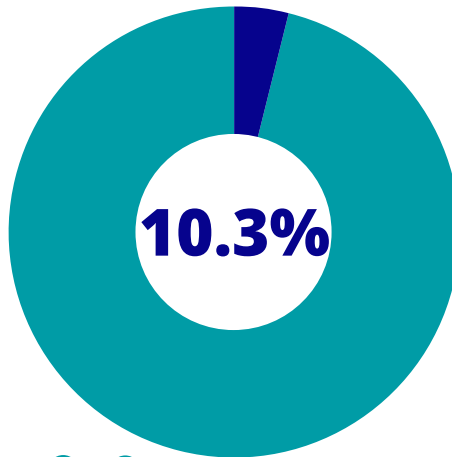
Gender Pay Gap
Mean Hourly Remuneration



Gender Pay Gap
Median Hourly Remuneration



Gender Pay Gap
Mean Bonus



Gender Pay Gap
Median Bonus

Definitions

- **Hourly remuneration** is made up of basic pay (hourly rate of pay), allowances, shift premium pay, overtime pay and bonus pay.
- **Bonus remuneration** is made up of performance related award (PRA), vouchers and long service awards.
- **The mean** (or average) is calculated by adding up every value and dividing by the total number of people.
- **The median** is calculated by listing every value in numerical order and identifying the value that sits in the middle, it is considered more meaningful as it is less affected by outliers.

Why is there a gap?

There are a number of contributing factors to our gender pay gap which we will explore in this section.

Gender representation

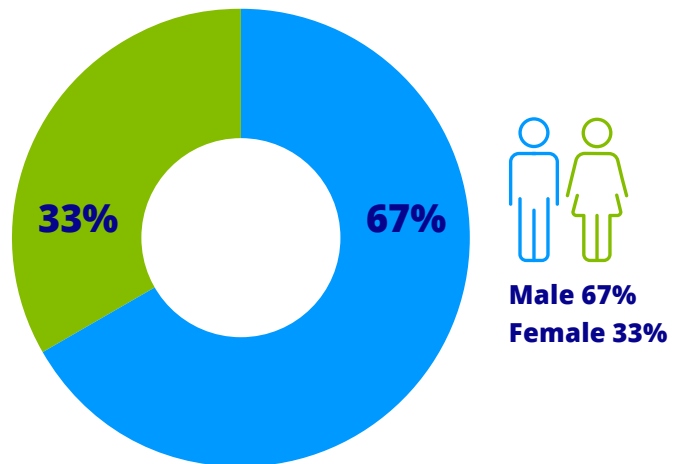
The gender representation or the demographic breakdown within our company significantly influences our gender pay gap. Our workforce is comprised of **67% male employees and 33% female** employees.

- The majority of our operational roles, which attract variable compensation/payments such as overtime, on call, and call out, are held by men.
- Male employees have longer tenure than female employees.
- Currently, there is a higher proportion of men in management and senior management positions, which command higher total remuneration rates.

Labour market and supply of talent

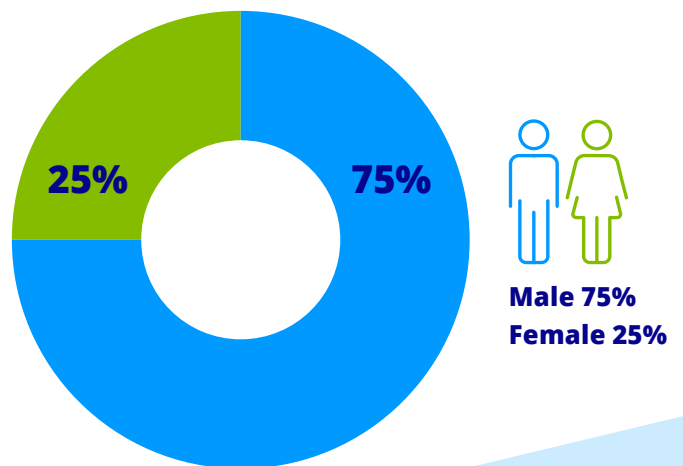
As a utility, much of our focus and the majority of our roles are in STEAM areas, with an emphasis on the disciplines of Engineering, Construction and Technicians. The availability nationally of female talent at all experience levels remains challenging (as evidenced by the STEAM Workforce in Ireland data) for our organisation.

Demographic breakdown in Gas Networks Ireland



STEAM workforce in Ireland (2022)

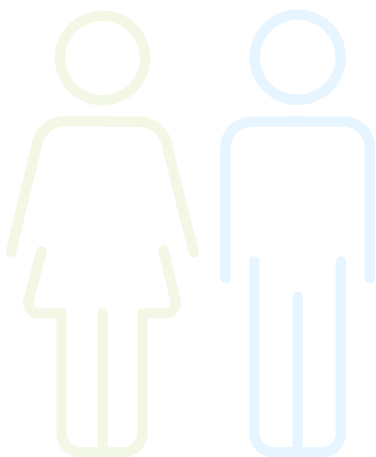
**Source – Dept of Education*



Our approach to addressing the gender pay gap



The following sections details the programmes and initiatives delivered by Gas Networks Ireland as we work towards successfully bridging our gender pay gap.



Talent Acquisition, Career Development & Future Talent

It is clear in our organisation to address the gender pay gap, we must increase the female representation at both a role-based and organisational level. To meet this objective we have commenced a number of initiatives in both the recruitment and development of our employees while also actively supporting the future talent pipeline.

- In partnership with our ibelong programme, we carried out an extensive review of our recruitment practices to ensure our processes are inclusive and equitable.
- We continued our Apprenticeship and Graduate intake with a STEAM education (science, technology, engineering, arts and mathematics). We work with both SOLAS and universities around the country to actively recruit with a particular focus on improving gender balance in these disciplines across the organisation.
- We have continued to invest in our Female Development Programme which is designed specifically for females to support their career development and progression across the organisation. The programme applies best practice learning and development methodologies, and approaches, supporting women across the company to develop their leadership and personal competences. The programme also boasts a mentoring programme to further enhance the learnings and progress career development. To date we've had 75 participants which represents 28% of our female population.

We are very proud of this programme which has been recognised as progressive and important by Engineers Ireland who awarded us CPD Employer of the Year. We will continue to evolve this offering in the coming year.

- We require female representation at all levels of leadership. Our Executive team currently have 38% female representation. Our senior management has 35% female representation. We are committed to increasing female representation at all levels and have an objective of achieving 40% female representation at senior levels in the coming years.
- Whilst we continue to have challenges with respect to gender balanced talent and representation, particularly in STEAM disciplines, we have seen some positive changes in this space. We have seen an increase in female representation in senior individual contributor and manager levels from 34% to 37% in the past 12 months. We have also

seen that 40% of our internal mobility was fulfilled by female appointments and these results are indicative of the efforts that we are making in relation to female development.

- We continue to work through our corporate social responsibility (CSR) programmes to encourage more females to study STEAM subjects and to help support their career choices at primary, second and third level education nationally. We partner with Business in the Community and Junior Achievement to deliver initiatives in schools throughout Ireland. We are also involved with events such as Biodiversity Week, Science Week, STEPS Engineers Week, BT Young Scientist, and I Wish.
- Finally, we continue to offer transition year work placements, summer placements and internships across our sites to encourage some real work experience to support the education programmes.



Flexible Working

Gas Networks Ireland has implemented a successful Hybrid Working model which has been beneficial in positively supported employee engagement, work life balance, talent attraction and retention.

In addition, we have an extensive range of additional flexible working policies including part time working, job sharing opportunities and career breaks, all of which are aimed at retention, attraction and ongoing progression.



Diversity, Equity and inclusion

We are committed to building a workplace that embraces diversity, where everyone is treated fairly, and has a sense of belonging and connection to our organisation. Our Diversity, Equity and Inclusion strategy outlines how we will continue to make this vision a reality and in 2024 we launched our road map to continue to deliver and embed the ambitions outlined in our strategy.

As part of this strategy and in conjunction with the D,E& I council, in 2024 we have delivered our Menopause, Domestic Abuse, Fertility & IVF support policies. These policies will further support, and encourage, our female colleagues to remain in the workforce and avail of the relevant supports throughout their careers.

The roadmap includes a clear action plan in the areas of recruitment, retention, progression, policies, data tracking, leadership and culture for the coming years.





A sample of some of the initiatives delivered in 2024:

- Continued introduction of flexible and progressive policies
- A review of recruitment and selection processes
- Launch of NextGEN ERG (employee resource group) providing the younger demographic a voice to empower young employees and ensure our workplace is inclusive for all.
- Our employee resource groups delivered many engaging and informative sessions including fertility treatment awareness, domestic abuse webinar, self-defence training and unconscious bias awareness to mention a few.
- Inclusive leadership training, networking sessions and mentorship programmes which support a culture of inclusion, understanding and the celebration of individual contribution.

As Sustainable Development Goals Champion we demonstrate our commitment to DE&I externally through our schools programme and internally through our Employee Resource Groups. Diversity nurtures innovation and creativity by bringing together individuals from different gender and backgrounds and enable a broad range of ideas and perspectives. This diversity fuels innovation, enabling the company to be more adaptable, resilient, and energised as we work towards delivering a decarbonised network and sustainable future for Ireland.

Additional information and reporting

The regulations also require a number of additional calculations, including hourly remuneration of part-time employees, employees who received bonus or benefit in kind.

Remaining calculations

	2023	2024
% difference of Mean for all staff, as % of men's salary - all staff	5.5%	4.5%
% difference of Mean for part-timers	n/a	n/a
% difference of Mean for temp contracts	1.4%	-1.0%
% difference of Median for all staff, as % of men's salary - allstaff	5.2%	4.3%
% difference of Median for part-timers	n/a	n/a
% difference of Median for temp contracts	-6.1%	-10%
% difference of Mean Bonus	8.0%	11.4%
% difference of Median Bonus	4.1%	10.3%

	2023		2024	
	Male	Female	Male	Female
% of men who got a bonus, % of women who got bonus	89%	92%	82%	87%
% of men getting a BIK, % of women getting a BIK	15.6%	11.9%	15%	10%
% split in lower quartile	65%	35%	67%	33%
% split in lower middle quartile	63%	38%	60%	40%
% split in upper middle quartile	69%	31%	70%	30%
% split in upper quartile	70%	30%	70%	30%
Staff Population	553	278	572	286

*there are no part-time men to make a comparison

The main contact details for
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Lines open Monday to Friday 8am – 8pm
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