

 Different Makes
A Difference

IRELAND GENDER PAY GAP REPORT

2024

 AtkinsRéalis



Foreword

At AtkinsRéalis, we strive to create an inclusive environment where everyone can thrive – and actively reducing our gender pay gap is a top priority for us.

As part of our award-winning Equality, Diversity & Inclusion (ED&I) program, [Different Makes a Difference](#), we strive for long-term, sustainable change.

We are guided by our three strategic pillars: weaving ED&I into everything we do, breaking down barriers every step of the way, and being a leading voice for change within our industry. Accountability for change sits at the highest level and ED&I is embedded into the objectives of all of our leaders.

This year, we are proud to have increased female representation within our organisation from 23% to 26%, and the percentage of women in our lower pay quartiles by a combined 18%, through inclusive hiring and talent development. We know that building up our talent pipeline will initially slow progress in closing our gap, but we remain committed to acting with integrity and driving change towards a more inclusive and diverse industry over the longer-term.

In this report, we share our second set of gender pay gap results for AtkinsRéalis Ireland Limited (formerly WS Atkins Ireland Limited and renamed to reflect the unification of our global brands). We confirm that our data is accurate as of the snapshot date of 30 June 2024.

Whilst we are legally required to report based on male and female data, at AtkinsRéalis we recognize people of all genders and strive for an inclusive culture where everyone belongs, can be their true self, and can reach their full potential.



Jilly Calder
SVP Human Resources,
UK & Europe



Martina Finn
Managing Director,
Ireland



Terminology

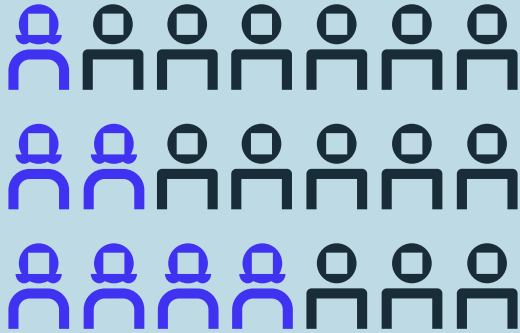
Equal Pay

The principle of **equal pay for equal work** on an **individual basis**. It is unlawful not to comply with this.

Paying our people fairly and equitably is a fundamental principle of our approach to pay and reward. We ensure our policies and practices are fair, and we actively monitor decisions on performance, pay and bonuses, including through the lenses of gender and ethnicity.

Gender Pay Gap

The difference in **average** pay for **all men** compared with **all women** within an organisation, regardless of their roles or seniority levels.



€ AVERAGE female pay

€ AVERAGE male pay

Mean

All individual hourly rates for men are added together, then divided by the total number of men. We do the same for women, then calculate the difference between the two figures as a percentage of men's pay.

Median

All individual hourly rates for men are sorted from lowest to highest. We do the same for women, before taking the middle number from each list. The difference between these figures is shown as a percentage of men's pay.

Pay Quartiles

All individual rates of pay are sorted from lowest to highest, including men and women on the same list. The list is split into four equal parts or "quartiles" and we report on the percentage of men and women within each one.

Example Calculation: Mean Gender Pay Gap

Company X employs 9 engineers and 1 director:



€ FEMALE
mean hourly pay
 $(€25 \times 8) / 8$
= €25.00

€ MALE
mean hourly pay
 $(€25 \times 1) + (€50 \times 1) / 2$
= €37.50

The mean gender pay gap is therefore 33%

$(€37.50 - €25.00) / €37.50$

So, despite paying all the engineers equally, there is still a significant gender pay gap.



Building an Inclusive Future: Our Commitment to Gender Equality

Influencing the Next Generation

We recognise that to close the gender pay gap for future generations, building a diverse talent pipeline through early engagement is key – and we are committed to inspiring young people to pursue careers in STEM (science, technology, engineering and maths).

During [STEPS Engineers Week](#) in March, we collaborated with local schools to provide interactive talks around the role of engineers in everyday life. At a higher education level, we have signed up to participate in a research project run by University College Dublin, which aims to evaluate the quality of STEM teaching with the specific aim of attracting more women into STEM fields.



Positive Employee Experience and Career Progression

For women and under-represented groups, our targeted development programmes – INSPIRE and CATALYST – continue to play a crucial role in supporting career progression, and our newly launched Global Promotions Framework will bring an even sharper focus on transparency, equity and continuous support.

Our reverse mentoring scheme, which pairs senior mentees with more junior mentors of a different background or gender – successfully completed its first cycle in April 2024. Our mentees gained fresh perspectives and valuable insights into diverse lived experiences, with the aim of fostering a more inclusive culture. The second cycle will launch by the end of 2024.





Our Employee Resource Groups

EMPOWER, our women's network, started a new chapter this year – with a new branch being run centrally in Ireland – a great opportunity for colleagues to influence and drive change, with executive-level sponsorship.

Alongside our annual celebrations of International Women in Engineering Day, we ran a host of inclusive wellbeing events, with talks from ADHD Ireland, Bodywhys and LGBT Ireland. Sanitary products are now freely available to colleagues at all our offices, and in October we observed Baby Loss Awareness Week in support of colleagues and their families.

Our Pride event was a huge success this year – synchronised across all our offices as well as being online, which also attracted our UK colleagues. We were surprised and pleased to have more attendees than people within our Ireland business.

Supply Chain Diversity

Our supply chain is a key focus on our ED&I journey, and we are committed to ensuring that our suppliers represent their local communities and reflect our high standards for ED&I. We are currently focusing on supplier engagement and education, with a longer-term goal of improved diversity and social value.

What Happens Next?

Our ED&I action plan for 2024-2025 is designed to create and maintain an inclusive culture where everyone belongs, can be their true self, and can reach their full potential.

We are focusing on inclusive behavioural-based recruitment, progression and promotion of diverse talent, inclusive communications to promote a culture of belonging, and supplier diversity. Looking ahead, we will further build on our progress with a new focus on intersectionality – acknowledging the unique experiences of others and the impact this can have within the workplace and on individual careers.

By weaving ED&I into everything we do, breaking down barriers every step of the way, and being a leading voice for change in the industry, we are confident that we can continue to make progress in closing the gender pay gap and creating a more inclusive and equitable workplace for all.



Organisational Context and Progress in Closing Our Gap

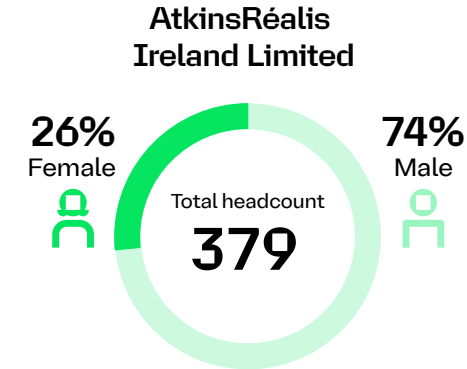
Like most companies in the engineering and construction sector, our gender pay gap reflects the disproportionate ratio of men to women within our organisation, particularly within our senior positions – which command higher salaries and bonus payments. The key to reducing our gender pay gap is therefore to increase the representation of women at all seniority levels across our business.

Our bonus gap is a direct result of fewer women than men being eligible for our senior bonus plans due to our demographics. The gender imbalance in part-time working also impacts our results – a greater proportion of women than men choose to work part-time hours through our flexible working arrangements and bonuses are based on a percentage of salary, which is pro-rated for time worked.

The impact of this success at a junior level can be seen in our gender pay gap results this year: our mean and median gaps have increased by 3.2% and 1.6% respectively. This effect is acknowledged across our industry, and we recognise that building up our talent pipeline to this extent slows progress in reducing our pay gap in the short-term, however it remains emphatically the right thing to do to achieve sustainable change over the longer-term.

We are very pleased to report that we have increased female representation from 23% to 26% within the first 10 months of 2024, which is largely due to a more diverse intake at an early careers level as well as our inclusive approaches to developing talent. As a result, we have significantly increased the percentage of women within our lower two pay quartiles – a combined increase of 18%.

Our negative median gender pay gap for part-time employees indicates that, on average, our part-time female employees are in more highly paid roles than our part-time male employees - although this conclusion is drawn from a small sample of just 14 part-time employees in total.



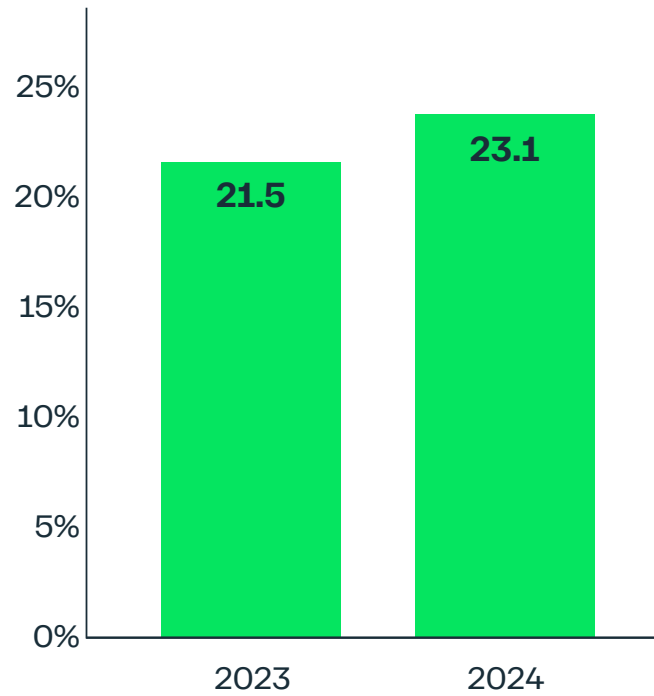
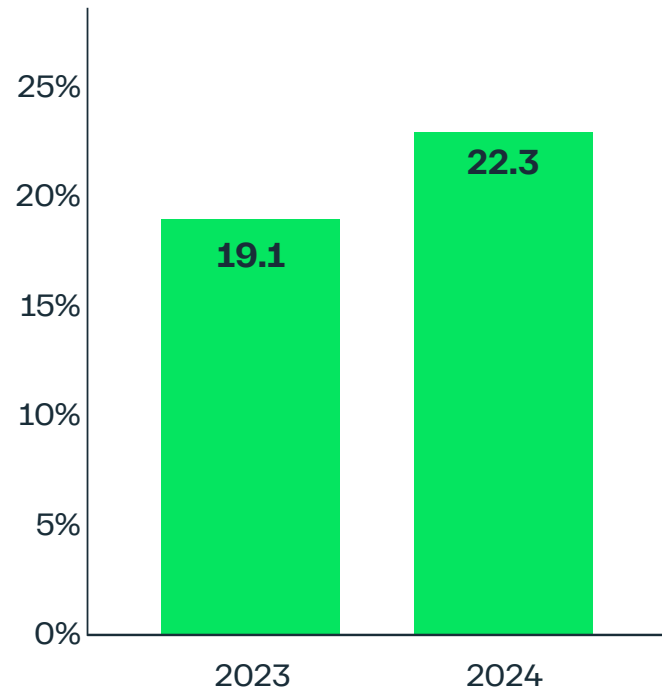
Our Results: AtkinsRéalis Ireland Limited

Mean Gender Pay Gap (all employees)

The mean pay of women is **22.3%** lower than that of men.

Median Gender Pay Gap (all employees)

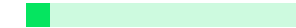
The median pay of women is **23.1%** lower than that of men.



Proportion of employees in each pay quartile

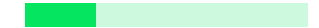
Upper Quartile

Female **8.1%** Male **91.9%**



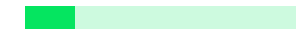
Lower Middle Quartile

Female **32.9%** Male **67.1%**



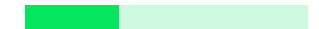
Upper Middle Quartile

Female **15.3%** Male **84.7%**



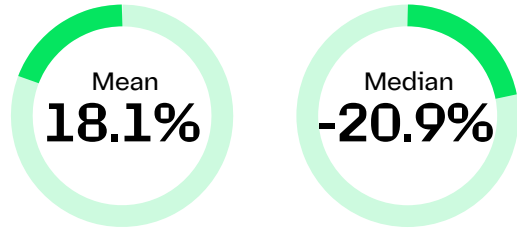
Lower Quartile

Female **38.4%** Male **61.6%**



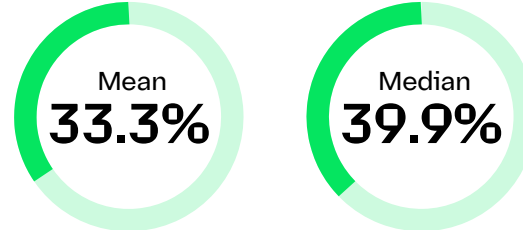
Our Results: AtkinsRéalis Ireland Limited

Gender Pay Gap (part-time employees only)



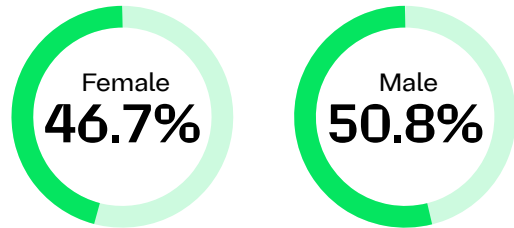
The mean pay of part-time women is 18.1% lower than that of part-time men. The median pay of part-time women is 20.9% higher than that of part-time men.

With a Bonus Gap of



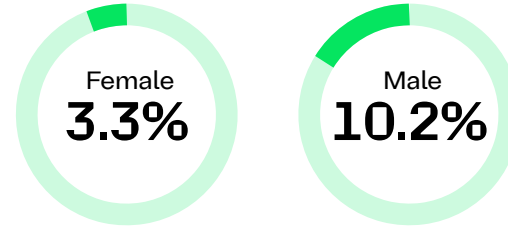
The mean bonus pay of women is 33.3% lower than that of men. The median bonus pay of women is 39.9% lower than that of men.

Proportion of Employees Receiving a Bonus



46.7% of all women and 50.8% of all men received a bonus.

Proportion of staff receiving benefits in kind



3.3% of all women and 10.2% of all men received benefits in kind, which include company cars and private medical insurance.





Different Makes
A Difference

We're not all the same, and that's our greatest strength. Different views and opinions enhance our ability to provide value-added performance and better services. That's why we believe...
Different makes a difference.



AtkinsRéalis