Gender Pay Gap Report 2025

Autoglass® Ireland 28/11/2025

Gender Pay Gap Report 2025

At Autoglass we are committed to fairness, equality, and transparency in how we reward and support our employees. In line with the **Gender Pay Gap Information Act 2021**, this report sets out the differences in pay between male and female employees across our Irish operations.

It is important to note that the **gender pay gap** is not the same as equal pay. Equal pay refers to paying men and women the same for the same work or work of equal value, which is a legal requirement. The gender pay gap, by contrast, is the difference in average pay between men and women across the workforce, regardless of role or seniority.

We are delighted to present **Autoglass® Ireland's** first Gender Pay Gap Report, which covers the 2025 reporting cycle, using a snapshot date of the 30th of June 2025. This publication aims to provide an overview of the figures, explain the gender pay gap, and what causes it and how it can be addressed in **Autoglass® Ireland.**

As a people focused business **Autoglass® Ireland** appreciates and values the diverse mix of people who introduce fresh perspectives, varied experiences and thought leadership, propelling the organisation to continuously grow and innovate for our customers. We continuously strive to have an inclusive workplace where everyone can be at their best, contribute to our success and excel in their personal and professional capacities.
Gender Pay Gap reporting does not represent equal pay for equal value work, it is the measure of gender representation across **Autoglass® Ireland**. The gender pay gap is the difference in the average pay between men and women in an organisation irrespective of their job roles. To calculate our gender, pay gap, we compared the percentage difference between the mean hourly pay for men and the mean hourly pay for women within **Autoglass® Ireland**.

See below some common questions and answers:

Q. What is the difference between unequal pay and the gender pay gap?
A. There is an important distinction between unequal pay, and the gender pay gap, each of which has different causes. Paying women less than men for the same job, purely on account of their gender, is illegal and is outlawed by equality legislation. The gender pay gap is different. It refers to the gap between what is earned on average by women and men based on average gross hourly earnings of all paid employees –not just men and women doing the same job, or with the same experience or working pattern. It does not indicate or identify discrimination or bias or even an absence of equal pay for equal value work. Where unequal pay practices exist, they can contribute to the gender pay gap, but they are not considered the primary factor causing Ireland's gender pay gap.

Q. Is a gender pay gap a sign of pay discrimination?
A. Gender pay gap reporting has no way of determining whether men and women are being paid less for the same work or subject to bias or discrimination. Instead, it typically indicates that men and women are not equally represented at the different levels of an organisation. It also often points to more women than men in part-time roles.

Q. What causes a large gender pay gap in a company?
A. An organisation can be positive towards diversity and inclusion, and trying to address gender balance, but still have a large gender pay gap. This can occur, for example, in the tech sector, where there are not as many females graduating with science, technology, engineering and maths (STEM) qualifications as young males. As a result, the graduate pool from which companies recruit is not gender balanced.

Source of information IBEC

---

1. Gender Pay Gap Results

The Snapshot date that has been used is the 30th of June 2025.

Hourly Remuneration

- **Mean gap:** 34.40%
- **Median gap:** 24.17%
- **Mean hourly pay:** Male €24.04 | Female €15.77
- **Median hourly pay:** Male €19.28 | Female €14.62

This shows that, on average, male employees earn more per hour than female employees.

Bonus Remuneration

- **Mean gap:** 47.15%
- **Median gap:** -66.67%
- **Mean bonus:** Male €4,412 | Female €2,331.67
- **Median bonus:** Male €600 | Female €1,000

While the mean figure shows that men receive higher average bonuses, the median figure shows women's median bonus is higher, reflecting variability in bonus amounts (with some larger male bonuses pulling up the mean).

Part-Time Hourly Remuneration

- **Mean gap:** -68.48%
- **Median gap:** -94.84%
- **Mean hourly pay:** Male €7.36 | Female €12.40
- **Median hourly pay:** Male €7.36 | Female €14.34

This indicates that part-time female employees earn more than part-time male employees, both on a mean and median basis.

Temporary Contract Hourly Remuneration

- **Mean gap:** 55.98%
- **Median gap:** 55.98%
- **Mean hourly pay:** Male €11.63 | Female €5.12
- **Median hourly pay:** Male €11.63 | Female €5.12

Temporary male employees earn significantly more on average than temporary female employees.

---

2. Bonus and Benefits in Kind (BIK)

- **28.30% of male employees** received a bonus, compared to **16.67% of female employees**.
- **1.89% of male employees** received a benefit in kind (BIK), compared with **0% of female employees**.

---

3. Pay Quartiles

The proportion of male and female employees by pay quartile is:

Quartile	Male %	Female %	Pay Range (€)	No. Males	No. Females
Lower (Quartile I)	50.00%	50.00%	4.78 – 14.25	11	11
Lower Middle (Quartile II)	27.27%	72.73%	14.34 – 16.58	6	16
Upper Middle (Quartile III)	77.27%	22.73%	16.95 – 21.96	17	5
Upper (Quartile IV)	82.61%	17.39%	22.20 – 125.13	19	4

This shows that female employees are better represented in the lower and lower middle quartiles, while male employees are more concentrated in the upper quartiles where higher salaries are paid.

---

4. Commentary and Action Plan

Our results highlight a gender pay gap that reflects the distribution of male and female employees across different levels of seniority, contract types, and working patterns.

Occupational segregation is a key driver of this gap. Men and women are concentrated in different types of roles across the organisation, with female employees predominantly in customer service roles and male employees more represented in technician and management positions, which attract higher market rates of pay. This distribution influences the gap and is an area we are focused on addressing over time.

While equal pay is in place across comparable roles, the data shows that:

- Men are more likely to occupy higher-paid roles in the organisation.
- Women are more represented in part-time roles, which show a reverse pay gap in their favour.
- Bonus structures and eligibility criteria have contributed to a higher proportion of men receiving bonuses.

Actions we are taking include:

1. A full review of pay equity has taken place and we are confident that people are paid fairly in line with their grade and work
2. We will continue to focus on developing our female employees and encouraging them to take on more senior and technical roles, including proactively supporting and attracting more women to apply for technician positions.
3. We will be continuing to review pay practices to ensure fairness and compliance with Irish equality legislation.

Conclusion

We are committed to reducing our gender pay gap over time and also ensuring that there are clear career paths for all employees within the business. We will continue to encourage our female employees to take on more senior roles in the business and will always ensure pay equity in all roles.