

# GENDER PAY GAP REPORT 2022



## Introduction

At NVD Ltd, we are committed to promoting a diverse and inclusive workforce. As a family owned and operated company, gender equality is at the heart of our company's values, and we believe in providing equal opportunities for all employees. This Gender Pay Gap Report outlines the current state of gender pay equity within NVD Ltd. and the steps we are taking to address any disparities. We understand the importance of having a diverse workforce and the benefits that it brings to the overall culture. For all of these positive reasons we are committed to encouraging more women to join us at all levels. It is an ongoing challenge in the motor and transport industry as by its nature it is very heavily weighted towards male employees however we welcome being part of this change and transparency is one of the first steps. We will continue to analyse and address insights from our reports and develop action plans as necessary over the coming years.

## Legislation in Ireland

On 13 July 2021, the Irish government introduced legislation for mandatory gender pay gap reporting in Ireland in the form of the Gender Pay Gap Information Act 2021. On 3 June 2022 the Employment Equality Act 1998 (section 20A) (Gender Pay Gap Information) Regulations 2022 were published. In December 2022, gender pay gap reporting became a requirement under Gender Pay Gap Information Act 2021. This will oblige organisations with 250 or more employees to publish annual calculations illustrating pay gaps between what women earn and what men earn. We welcome this legislative change to report on the gender pay gap reporting and the transparency it brings. It is an important step towards encouraging greater female representation and participation in the Irish employment market. The requirement to report on gender pay gap currently applies to organisations with 250 or more employees, the requirement will extend to organisations with 150 or more employees in 2024, and finally to those with 50 or more employees in 2025.

## What is gender pay gap?

Gender pay gap is the difference in the average gross hourly pay of women compared with men in a particular organisation, regardless of the nature of their work. It is expressed as a percentage of men's pay. The gender pay gap captures whether women are represented evenly across an organisation. The gender pay gap should not be confused with the concept of equal pay for equal work. The existence of a gender pay gap does not necessarily mean that women are not receiving equal pay.

## How is the gender pay gap calculated?

To calculate the mean gender pay gap:

1. Add together the hourly pay of all male employees and divide this figure by the number of male employees to get the average pay for men.
2. Add together the hourly pay of all female employees and divide this figure by the number of female employees to get the average pay for women.
3. Subtract the average pay for women from the average pay for men, divide by the average hourly pay for male employees and multiply the result by 100.

To calculate the median gender pay gap:

1. List the hourly pay of all male employees in order of lowest paid to highest and identify the middle salary.
2. List the hourly pay of all female employees in order of lowest paid to highest and identify the middle salary.
3. Subtract the median hourly pay for female employees from the median hourly pay for male employees, divided by the hourly pay for male employees.

## Our Gender Pay Data Analysis

The gender pay gap analysis is based on annual base pay as of 19th June 2022.

### Gender Distribution Figures

Gender distribution between male and female as at 19th June 2022 was 94% male and 6% female.

	Number	Percentage
<b>Males</b>	<b>223</b>	<b>94%</b>
<b>Females</b>	<b>15</b>	<b>6%</b>

### Gender Pay Gap

As at 19th June 2022, the mean gender pay gap for all employees is -33.61% with the median gender pay gap being -31.76%.

A positive % indicates that the pay gap is in favour of men and a negative % indicates that the pay gap is in favour of women.

	Gender Pay Gap	Bonus Pay Gap
<b>Mean</b>	<b>-34%</b>	<b>77%</b>
<b>Median</b>	<b>-32%</b>	<b>37%</b>

### Bonuses and Benefits In Kind

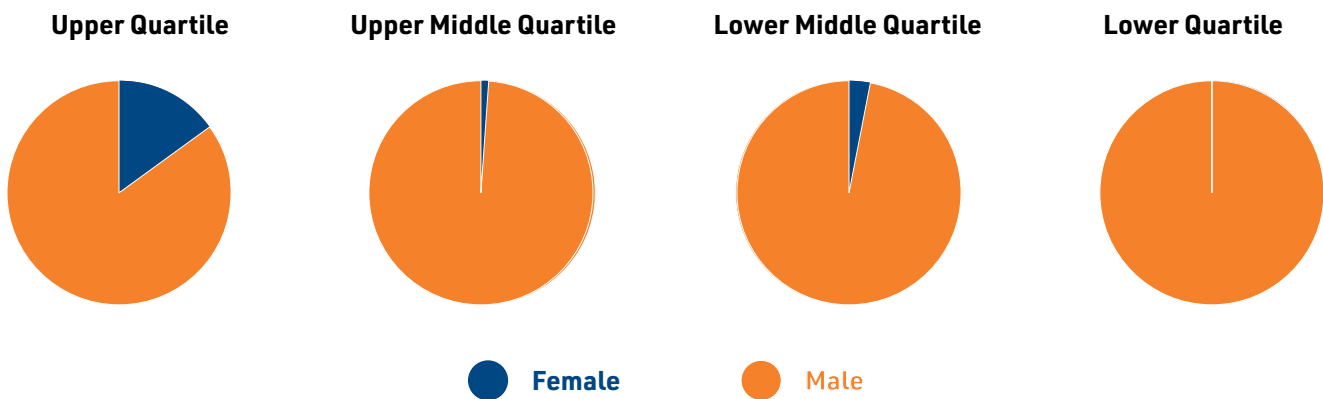
Under the regulations, we note the proportion of men and women that received bonuses and non-cash benefits of monetary value.

	Proportion Receiving BIK	Proportion Receiving Bonus
<b>Males</b>	<b>6%</b>	<b>83%</b>
<b>Females</b>	<b>13%</b>	<b>55%</b>

## Salary Pay Quartiles

Pay Quartiles are calculated by equally dividing men and women across four pay quartiles. Each quartile provides an indication of the representation of women at different levels of the organisation.

	Number		Percentage	
	Male	Female	Male	Female
Upper Quartile	66	12	85%	15%
Upper Middle Quartile	77	1	99%	1%
Lower Middle Quartile	76	2	97%	3%
Lower Quartile	5	0	100%	0%



## Reasons for the Pay Gap

- The operation requires a lot of historically male dominated skills such as HGV Drivers, Mechanics, Motor Industry Qualified Craftworkers.
- Significant lower level of female participation in the transportation industry.
- Gap in the BIK and Bonus are a function of how total packages are broken down and not reflective of overall pay gaps.

## Action Plan

- It is clear from the data analysis that the pay gap is weighted positively toward women. Our biggest challenge remains to attract more women into the workforce to create a more balanced and diverse culture.
- The senior management team is committed to addressing the drivers behind our gender pay gap and will set out clear actions to work towards closing the current gap.
- We will review our recruitment process to ensure it is promoting inclusion, objectivity and consistency across all recruitment activities.
- We will review any learning and development programmes for each area to ensure there is adequate mentoring and leadership development programmes to create the space for females to develop within the organisation.