



# GENDER PAY GAP REPORT 2023



## Introduction

At NVD Ltd, we are proud to report that progress has been made on increasing the representation of women within our workforce as the company continues to grow. We remain committed to creating a more equitable workplace. Our focus remains on closing the gender pay gap and improving the balance of women across all roles, particularly in operational and leadership positions.

This report outlines our current gender pay gap figures, the progress we've made and the actions we are taking to build a more balanced and inclusive workforce. At NVD Ltd., we believe that continuing to address these disparities is essential for our continued growth and success.

## 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. Organisations with over 250 employees are in their second year of reporting on their Gender Pay Gap across a range of metrics.

## 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 2023.

### Gender Distribution Figures

Gender distribution between male and female as at 19th June 2023 was 90% male and 10% female.

	Number	Percentage
<b>Males</b>	<b>350</b>	<b>90%</b>
<b>Females</b>	<b>38</b>	<b>10%</b>

### Gender Pay Gap

As at 19th June 2023, the mean gender pay gap for all employees is -8.56% with the median gender pay gap being 2.61%.

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>-9%</b>	<b>87%</b>
<b>Median</b>	<b>-3%</b>	<b>95%</b>

### Bonuses and Benefits In Kind

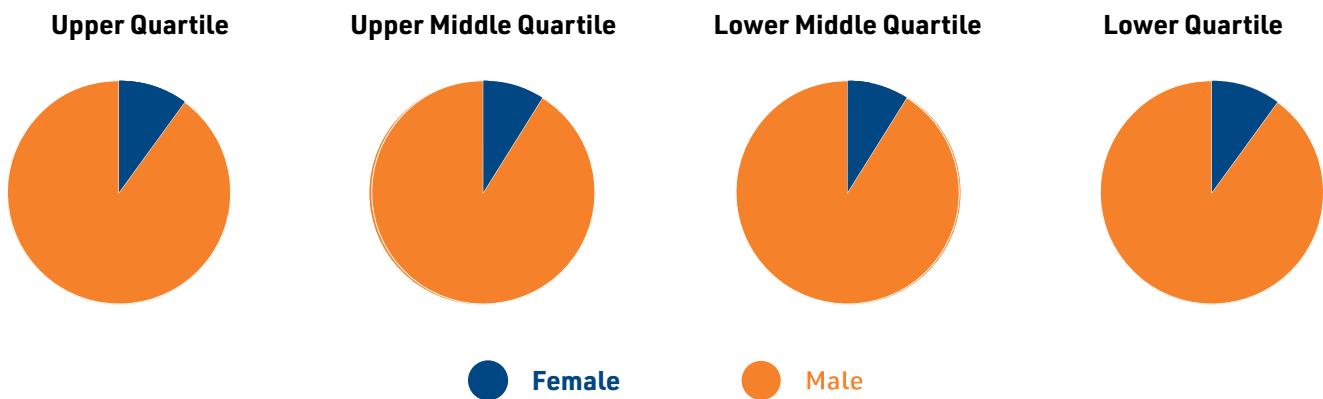
Under the regulations, we note the proportion of men and women that received bonuses and non-cash benefits of monetary value.

	Proportion Receiving BIK	Proportion Receiving Bonus
<b>Males</b>	<b>5%</b>	<b>79%</b>
<b>Females</b>	<b>8%</b>	<b>61%</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	87	10	90%	10%
Upper Middle Quartile	88	9	91%	9%
Lower Middle Quartile	88	9	91%	9%
Lower Quartile	87	10	90%	10%



## 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.
- Increased growth in women at each quartile level along with an overall increase in the distribution of women to men is having an impact on the weighting.
- We have seen an increase in females in all quartiles in comparison to 2022 which is a positive improvement as a result of our action plan focusing on recruitment, learning

## Action Plan

We have seen an increase in females in all quartiles in comparison to 2022 which is a positive improvement.

Whilst we have made steps towards increasing the number of females in the company, our biggest challenge remains to attract more women into the workforce at all levels to create a more balanced and diverse culture.

The senior management team remains committed to continuing this drive for more women in the workplace and ensuring we continue to close the gender pay gap.

As the company grows and continues to hire we will stay close to our recruitment process to ensure it is promoting inclusion, objectivity and consistency across all recruitment activities.

We are always adapting our learning and development programmes for each area with a big focus on gender diversity and encouraging positive changes that will impact the business.