

## Amach Gender Pay Report 2025 – Snapshot 01 June 2025

This report aligns with the statutory metrics set out under the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 (mean/median hourly pay incl. part-time & temporary, bonus metrics, BLK, quartiles, plus explanatory narrative).

Reporting period: June 2024 to May 2025. This report summarises gender pay metrics for relevant employees (full-time, permanent) based in Ireland, in line with Irish Gender Pay Gap reporting regulations.

Headcount on snapshot date: 61. Relevant employees (FT permanent): Female 22, Male 38.

<b>Metric</b>	<b>Female</b>	<b>Male</b>	<b>Gap (%)</b>
<b>Mean hourly remuneration (€)</b>	36.63	69.14	47.01
<b>Median hourly remuneration (€)</b>	37.13	41.27	10.03
<b>Mean bonus remuneration (€)</b>	1,692.32	38,333.38	95.59
<b>% receiving a bonus</b>	45.45	44.74	
<b>% receiving benefits-in-kind</b>	59.09	60.53	

**Pay quartiles (proportion of male and female employees):**

Quartile	Female (%)	Male (%)
Lower	43.75	56.25
Lower Middle	46.67	53.33
Upper Middle	46.67	53.33
Upper	13.33	86.67

**Context and methodology:**

- Snapshot date: 01 June 2025. Data covers a 12-month period from June 2024 to May 2025.
- There were no part-time employees during the period and one fixed-term contract employee.
- Hourly remuneration includes ordinary pay and adjusted bonus (and commission) divided by hours worked.
- Benefits-in-kind (e.g., medical insurance) are included under bonus remuneration as required by regulations.

**Observations:**

- The mean hourly pay gap is 47.01%, while the median hourly pay gap is 10.03%.
- The mean bonus pay gap is 95.59%, with a similar proportion of females (45.45%) and males (44.74%) receiving a bonus.
- The upper pay quartile is predominantly male (86.67%), indicating under-representation of women in the highest pay bands.
- Outliers at senior levels (e.g., large executive bonus awards) materially influence mean figures and the upper quartile composition.

**Action plan (next 12 months):**

1. Pay structure review – audit pay bands, starting salaries, and outliers; correct unjustified variances.
2. Bonus & incentive framework – ensure transparent, criteria-based awards with parity of opportunity.
3. Leadership pipeline – targeted development, mentoring, and succession planning for women in mid/upper quartiles.
4. Inclusive hiring – balanced shortlists, structured interviews, and diverse panels for senior roles.
5. Flexible work & returnships – support progression after career breaks; monitor promotion outcomes.
6. Data quality – ensure complete gender fields and consistent HRIS/payroll data to strengthen reporting integrity.