



# Gender Pay Gap Report 2024

# Introduction

## Who are we?

King & Moffatt Building Services are award-winning Mechanical & Electrical Contractors who have been in business for over 45 years. We deliver our MEP service on our client's sites throughout Ireland, the United Kingdom and Mainland Europe.

## Our Workforce

King & Moffatt Ireland Limited's snapshot date was 30 June 2024. On this date there were 246 people employed by the company of which 14% are female and 86% are male.

Our workforce includes 1 temporary employee and 2 part time employees at the snapshot date.

For each employee at the snapshot date, we have calculated their normal pay, total bonus and benefit in kind for the period. We then determined their total working hours for the reporting period in order to calculate our pay gap.

## What is the Gender Pay Gap?

The gender pay gap is the difference in average pay between men and women across the organisation. It is distinct from equal pay, which refers to men and women being paid equally for performing the same or similar work.

## Mean vs Median

Mean is another word for average. To calculate the mean pay for each gender, the total male pay is divided by the total number of men, and total female pay is divided by the total number of women. The percentage difference between these averages is the gender pay gap.

Median is another word for middle. The mid-point of all male pay is compared to the mid-point of all female pay. The percentage difference is the gender pay gap.

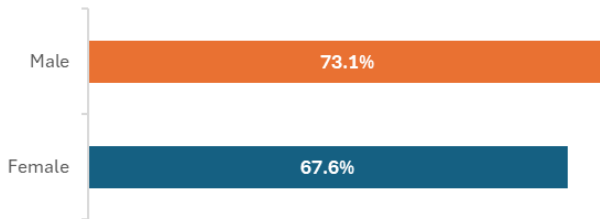


# What is our gender pay gap?

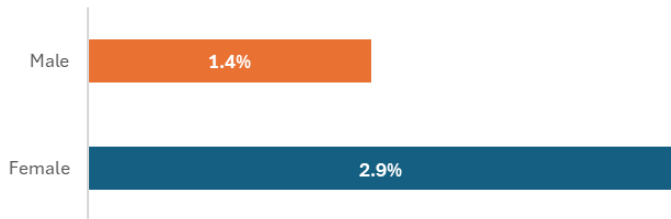
All Employees		
Gender Pay Gap	Mean	Median
Hourly Remuneration	5.2%	14.8%
Bonus	-4.4%	20.0%

A positive percentage indicates a gap in favour of men, while a negative percentage indicates a gap in favour of women.

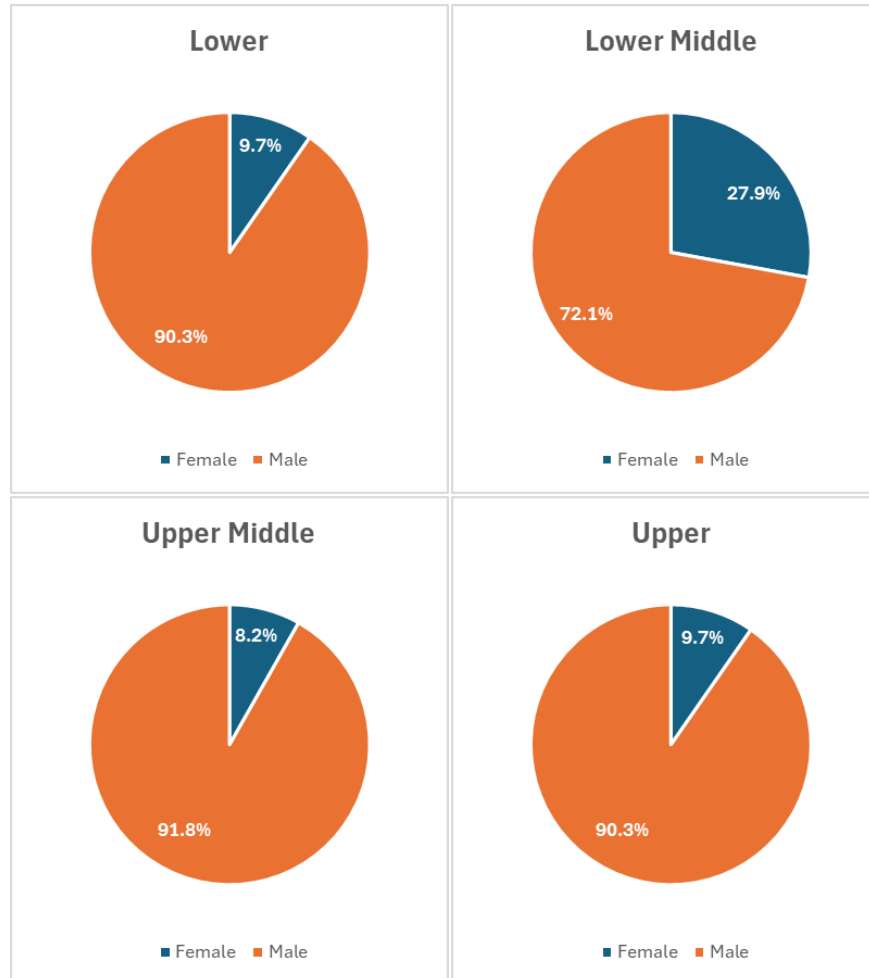
Proportion of males and females receiving bonus



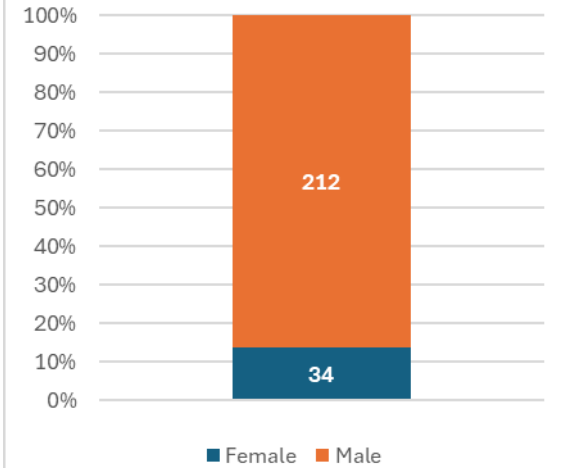
Proportion of males and females receiving benefit in kind



The quartiles below represent the pay bands across our employee base from lowest to highest split equally into four groups



Number of Employees



The total number of employees on the snapshot date was 246 of which 13.8% are female and 86.2% are male.

There were no female temporary workers at the snapshot date therefore a comparison isn't available.

There were no male part-time workers at the snapshot date therefore a comparison isn't available.

# Addressing the Gap

## Conclusion

A gender pay gap exists in King & Moffatt Ireland Limited. The average hourly remuneration of all male employees is 5.2% higher than the average pay of all female employees however we do not believe that men and women are paid inequitably within particular roles and levels in our company.

The main driver behind these results is that a higher proportion of men are employed in more senior or technical roles whereas females have a higher representation working in administrative and support roles.

Women make up 13.8% of our employees which is above the industry average of 9%. While we are above the industry average, we want this figure to grow in the coming years.

At King & Moffatt Building Services, we take our approach to Equity, Diversity and Inclusion seriously and focus on a number of actions to address our Gender Pay Gap including:

### *Encourage women into the organization through technical and apprentice roles*

Through our engagement with local schools and colleges, we put a strong focus on attracting women into the construction industry by highlighting the success achieved by women within the King & Moffatt Group.

### *Active Monitoring of Payroll Practices*

We are proactively monitoring and managing our payroll practices to identify and address disparities, reduce the gender pay gap, and ensure fair treatment for all.

### *Performance Reviews*

Transparent systems have been put in place to ensure fair evaluations and progression opportunities.

### *Flexible Working Policies*

Part-time, remote, and temporary arrangements are available to support employees with caring responsibilities.



