



**PETROCHEM**  
GROUP

# **GENDER PAY GAP REPORT**

**Reporting Year:**  
2024 / 2025

**Snapshot Date:**  
30th June 2025



# COMPANY OVERVIEW

Petrochem Pipeline Supply is a leading supplier of Stainless Pipes, Fittings, Flanges, Fasteners, Valves, Instrumentation and Controls to Irish industry including Pharmaceutical, Petrochemical, Food and Beverage and Biotech.

From our stockholding facilities in Little Island Co. Cork and Dunboyne Co. Meath we supply the majority of facilities in Ireland, their engineering, mechanical and installation contractors and the leading engineering design houses.

Given the nature of our business, our workforce is shaped by the specialist skills required to operate in the industrial supply sector. Many of our roles demand technical knowledge of stainless steel products, engineering components, instrumentation, and process systems, as well as experience in operational, warehouse, or field-based sales environments. Across the wider engineering and industrial supply industries, these technical and physically demanding roles are more commonly held by men, and this trend is reflected within our own organisation.

This workforce composition is an important factor in understanding the gender pay gap results presented in this report.

We are committed to fairness, transparency, and equal opportunity for all employees. This Gender Pay Gap Report outlines our pay gaps, explains the underlying causes, and sets out the actions and commitments we are taking to support greater gender balance across the organisation.



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# Understanding Gender Pay Gap Reporting in Ireland

## Gender Pay Gap Reporting in Ireland

The Gender Pay Gap Information Act 2021 introduced mandatory gender pay gap reporting for organisations in Ireland. From 2025 onwards, this requirement applies to all employers with 50 or more employees.

Under the legislation, employers must publish data on the pay differences between male and female employees across a range of metrics. The aim is to promote transparency, encourage accountability, and support progress towards gender equality in the workplace.

Reporting is required annually, using a “snapshot date” selected in June, with the corresponding report to be published in November of the same year.

## What Is the Gender Pay Gap?

The gender pay gap is the difference in average earnings between men and women, expressed as a percentage of men’s earnings.

**For example**, if women earn €89 for every €100 earned by men, the **gender pay gap is 11%**.

Importantly, the gender pay gap is not the same as equal pay.

- Equal pay refers to the legal requirement that men and women receive the same pay for the same or similar work, or work of equal value.
- The gender pay gap, by contrast, reflects broader differences in average pay across the organisation, which may be influenced by factors such as representation in senior roles, part-time work patterns, or occupational segregation.



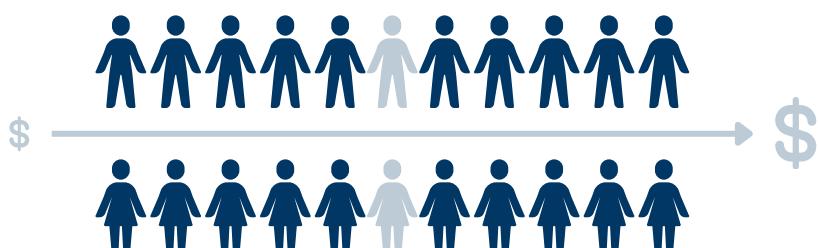
## Mean (average) pay gap

This refers to the average earnings of men and women, calculated separately for hourly pay and bonus pay. It is found by adding up all the pay amounts for each gender and dividing by the number of employees. It helps show the overall difference in earnings across the organisation.

## Median pay gap

The median is the middle value of pay when all male and female employees are lined up from lowest to highest earners. This applies to both hourly pay and bonus pay, and gives a more typical picture of what a man and woman earn.

Median is less affected by outliers (e.g., very high or low salaries).



## Proportion receiving bonus or benefits-in-kind (BIK)

This shows what percentage of men and women received a bonus or a benefit-in-kind (such as company car, private health insurance, etc.) over the 12-month reporting period.

It highlights if rewards and perks are being distributed fairly across genders.

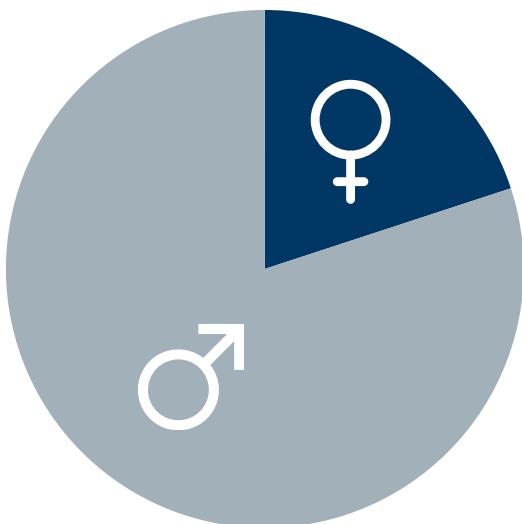
## Pay Quartiles

The workforce is split into four equal groups (quartiles) based on hourly pay – from lowest to highest earners. Then, the percentage of men and women in each group is calculated.

This shows how men and women are distributed across different pay levels.



# Hourly Pay Gap



## ALL STAFF

Total	71
Males	57
Females	14

## ALL EMPLOYEES

**18.7%**

Mean



**9.4%**

Median

## PART-TIME EMPLOYEES

**-29.8%**

Mean



**-36.5%**

Median

## TEMPORARY EMPLOYEES

**-10.7%**

Mean



**-12.4%**

Median



## Mean Hourly Pay Gap

### All Staff: 18.7%

The mean hourly pay gap shows that, on average, male employees earn more than female employees. This is not due to unequal pay for equal work, but instead reflects the current distribution of roles within the company.

Higher-paid technical, sales, and management roles, which require specialist industry experience, are predominantly occupied by male employees. Female employees are more strongly represented in administrative and part-time roles, which sit in lower pay bands.

As a result, the overall average hourly rate for men is higher.

### Part-Time Staff: -29.8%

The mean hourly pay gap for part-time employees indicates that female part-time employees earn a higher average hourly rate than male part-time employees.

This figure is driven by very small sample size (only 3 part-time men vs. 8 part-time women) and the nature of the roles held.

Female part-time staff are more commonly in administrative or sales-support roles with consistent pay scales, whereas male part-time roles are mostly operative positions, which fall slightly lower on the pay scale.

For such a small group, differences in individual roles have a disproportionate effect on the mean.

### Temporary Staff: -10.7%

Temporary female staff earn a slightly higher average hourly rate than male temporary staff, again due to very small numbers (3 men and 1 woman) and the specific job types occupied during the snapshot period.

With a group this small, the mean can shift significantly based on a single role.



## Median Hourly Pay Gap

### All Staff: 9.4%

The median hourly pay gap shows that the middle-earning male employee sits above the middle-earning female employee when rates are sorted from lowest to highest.

This is a direct reflection of workforce distribution with male employees are more highly represented in mid- to senior-level technical and operational roles, while female employees are more concentrated in administrative roles.

### Part-Time Staff: -36.5%

The median pay for part-time women is higher than that of part-time men.

Again, this outcome reflects the small number of employees and the fact that part-time males are concentrated in lower-paid operative work, while part-time females hold roles such as administration and sales support.

Because there are only 11 part-time employees, individual roles heavily influence the median value.

### Temporary Staff: -12.4%

The temporary staff median shows female temporary pay above male temporary pay, driven by one female employee in a higher hourly temporary administrative role compared to the male temporary employees who are all operatives.

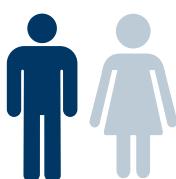
With only four temporary employees, the median is not statistically representative.





# Bonus Pay Gap

**66.2%**  
Mean



**29.7%**  
Median

The mean bonus gap shows that, on average, male employees receive higher bonus amounts than female employees.

This gap is driven by bonus eligibility tied to role type rather than gender.

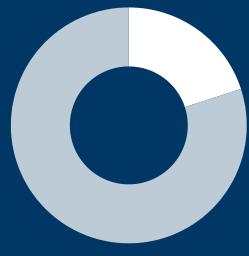
The company is committed at all times to ensuring that all employees, regardless of gender are entitled to participate equally in any defined company bonus scheme based on the persons role within the company and the company is committed to supporting each employee maximise their financial reward under the defined bonus scheme.

The median bonus gap, while lower than the mean, still reflects the same structural factors.

All permanent employees of the company are entitled to participate in the defined Company bonus scheme, any disparity in Gender pay reporting is arising as a result of temporary staff being hired intermittently during the financial reporting period. The company is committed to ensuring that each employee, regardless of gender is entitled to participate in the Company Bonus scheme once relevant performance criteria targets have been achieved.

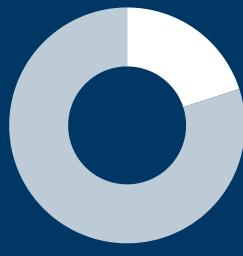


## EMPLOYEES RECEIVING BONUSES



**91.2%**

Proportion of males  
receiving bonuses

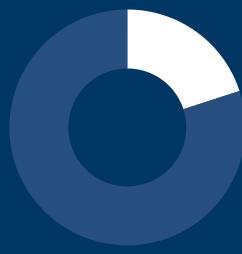


**92.9%**

Proportion of females  
receiving bonuses



## EMPLOYEES RECEIVING BIK



**22.8%**

Proportion of males  
receiving BIK

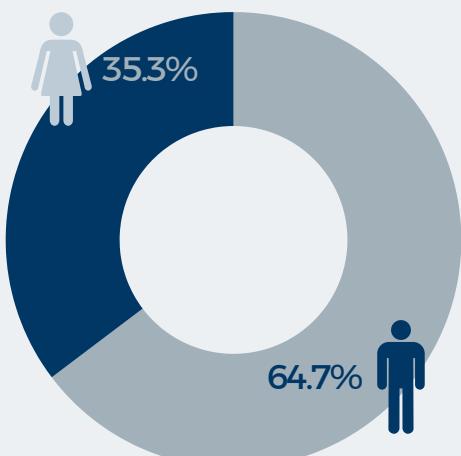


All employees receiving BIK (13 in total) are male which makes 22.8% of the male workforce.

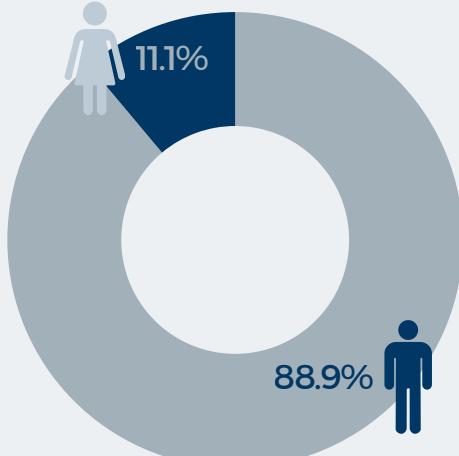
BIK is offered to roles requiring extensive travel or senior responsibility, principally senior managers, managers, and sales representatives. These roles are overwhelmingly occupied by men due to the current gender distribution within the industry and organisation.



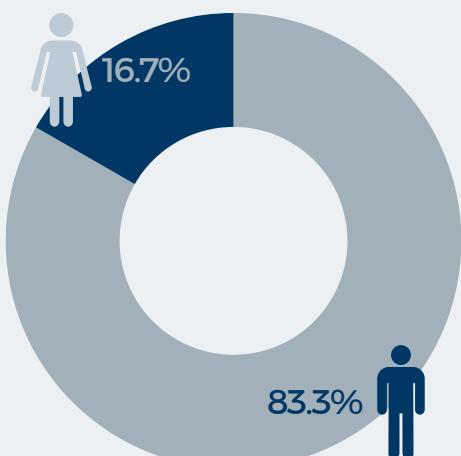
# Pay Quartiles



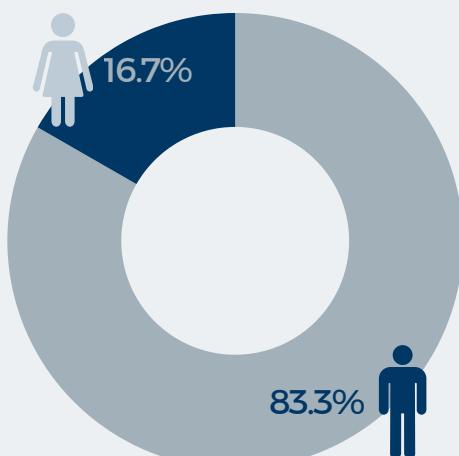
LOWER



LOWER MIDDLE



UPPER MIDDLE



UPPER

These quartiles reflect the underlying workforce structure, not differences in pay for the same roles.

Female employees are more represented in administrative roles found in the lower quartile and lower-mid quartile. Male employees are more concentrated in operational, technical, and management roles, which sit in the upper two quartiles.

This structure, which is typical of industrial supply and engineering-focused sectors, is the primary driver of the gender distribution across quartiles.



Overall, our gender pay gap is shaped by the structure of our workforce. Men are more heavily represented in technical, operational, and leadership roles that attract higher pay, while women are more present in administrative and part-time roles. These patterns are consistent with broader trends across the engineering and industrial supply industries, where certain specialist roles traditionally attract more male applicants.

Our approach to pay is built on fairness and consistency, and employees doing comparable work are compensated on the same basis.



# Action Plan to Reduce the Gender Pay Gap

The company is committed to fostering a balanced, inclusive, and diverse workforce over time. Our gender pay gap results reflect the current structure of our organisation and the distribution of roles across the business. In particular, male employees are more strongly represented in technical sales, operations, warehouse-based, and senior management positions - roles that historically attract a higher proportion of men within the engineering, manufacturing, and industrial supply sectors.

Supporting greater gender balance in these occupation types is a long-term industry challenge. It requires broader developments in talent pipelines, visibility of career pathways, and awareness of opportunities within technical and engineering-related fields.

To support meaningful and gradual progress, the company will focus on the following priority areas:





## Increasing Female Representation in Technical and Commercial Roles

Across the industrial supply and engineering sectors, women remain underrepresented in technical, warehouse, and field-based commercial positions. Broadening the pool of future applicants is a key part of improving gender representation over time.

We will aim to:

- Promote awareness of the technical, commercial, and engineering-related career opportunities available within our business.
- Engage with colleges, training providers, and industry groups to highlight career pathways in operations, instrumentation, and technical sales to women considering STEM or technical disciplines.
- Ensure that job descriptions clearly outline the full range of development prospects within technical and commercial roles.

This work supports long-term change and aligns with wider industry efforts to encourage more women to pursue careers in engineering, operations, and technical sales.

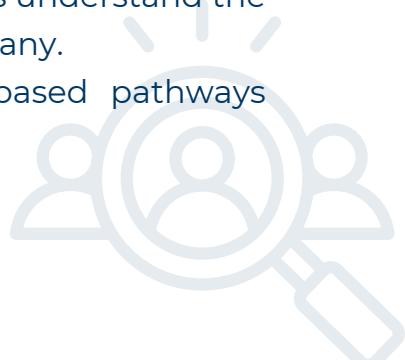
## Ensuring Inclusive Recruitment and Progression Practices

We remain committed to transparent and inclusive recruitment and progression processes so that all candidates and employees feel encouraged to apply for opportunities across the organisation.

This includes:

- Reviewing job advertisements to ensure they remain clear, accessible, and gender-neutral.
- Assessing candidate potential by considering relevant transferable skills, not only industry tenure.
- Providing visibility of progression routes into technical sales, supervisory, and management roles so that employees understand the skills and experience needed to grow within the company.

This approach supports open, consistent, and merit-based pathways across the organisation.





## Supporting Development, Training, and Upskilling

Access to training and development helps build confidence, supports career mobility, and increases the pool of employees ready to progress into more senior or technical positions.

The company will aim to:

- Provide opportunities for upskilling, such as product training, sales development, technical workshops, or operational training.
- Encourage mentorship, knowledge sharing, and job-shadowing to support employees exploring new career paths within the business.
- Highlight available training and development resources so employees can plan their progression.

This ongoing investment ensures that employees at all levels feel supported in shaping their career journey.

## Promoting an Inclusive and Supportive Workplace Culture

We are committed to maintaining a workplace where all employees feel respected, valued, and empowered to grow.

Our focus will include:

- Encouraging feedback on workplace experience, development opportunities, and cultural initiatives.
- Supporting a culture where individuals feel comfortable expressing interest in training, new responsibilities, or role transitions.
- Ensuring that our policies, communications, and day-to-day practices reflect our commitment to fairness, inclusion, and equal access to opportunities.

An inclusive culture supports stronger retention and creates a foundation for more balanced representation across the organisation.

These focus areas are designed to support steady, sustainable development in workforce composition over time. As the broader engineering and industrial supply talent pipeline continues to evolve, and as more women pursue roles in technical, operational, and commercial fields, we anticipate that this may contribute to more balanced representation across different levels of the organisation. Over time, these changes may positively influence future gender pay gap outcomes.



In conclusion, our gender pay gap results reflect the structure of our workforce today and the nature of the specialist roles within our industry. We remain firmly committed to fairness, transparency, and equal opportunity for all employees, and we apply consistent pay practices across comparable roles.

While the composition of our workforce is shaped by broader industry trends, we recognise the importance of supporting long-term change. Through our ongoing focus on inclusive recruitment, development opportunities, and increased visibility of career pathways, we aim to gradually broaden representation within technical, operational, and commercial roles.

We value the contributions of every employee and remain dedicated to fostering a workplace where everyone can grow, develop, and succeed. We look forward to continuing this work and to building a more balanced and diverse workforce over time.



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