

Galco Group

Gender Pay Gap 2023

In accordance with the Gender Pay Gap Information Act 2021, Galco is reporting on its gender pay figures. Its purpose is to provide transparent pay data across all levels of the organisation.

The following are the metrics included in the report:

- The mean gender pay gap
- The median gender pay gap
- A breakdown of workforce earning distribution by quartile
- The proportion of male and female employees receiving benefit in kind
- The proportion of male and female employees receiving bonuses
- The mean gender bonus gap
- The median gender bonus gap

A snapshot date of 30th June 2023 was used to complete our gender pay gap assessment. On this date there were 296 relevant employees. This was made up of 276 (93.2%) males and 20 (6.8%) females. This is reflective of the nature of the industry the Galco operates in together with the majority of roles within the group being at general operative level.

Mean gender pay gap

The mean gender pay gap was -18.8%. This means the average hourly pay for women was 18.5% higher than men.

Median gender pay gap

The median gender pay gap was -25.5%. This means the middle hourly pay for women was 25.5% higher than men.

Both the above metrics reflects that while the number of women in the business is relatively low, they make up a higher proportion of senior administrative and management positions. This is also demonstrated in the following quartile earning distribution, where females make up a higher proportion of the upper hourly pay quartile.

Quartile earning distribution.

The gender breakdown of hourly pay by quartile is as follows:

Lower Hourly Pay Quartile

Male	94.6%
Female	5.4%

Lower Middle Hourly Pay Quartile

Male	98.6%
Female	1.4%

Upper Middle Hourly Pay Quartile

Male	94.6%
Female	5.4%

Upper Hourly Pay Quartile

Male	85.1%
Female	14.9%

Proportion of male and female employees receiving benefit in kind

Galco does not provide non-cash benefits as part of remuneration packages except in exceptional circumstances. The proportion of male employees receiving non-cash benefits was 1.1% while the proportion of female employees was 0%.

Proportion of male and female employees receiving bonus/Mean and median gender bonus gap

Galco does not provide bonuses as part of remuneration packages except in exceptional circumstances. The proportion of male employees receiving a bonus was 0.4% while the proportion of female employees was 0%. As a result of the above no mean or median gender bonus gap can be calculated.

Declaration

We confirm the information and date reported is accurate at of 30 June 2023.



Ed Byrne
Group Managing Director



Declan O'Dwyer
Group Finance Director