

Galco Group

Gender Pay Gap 2024

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
- The mean gender pay gap of part-time employees
- The median gender pay gap of part-time employees
- The mean gender pay gap of employees on temporary contracts
- The median gender pay gap of employees on temporary contracts
- 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 2024 was used to complete our gender pay gap assessment. On this date there were 310 relevant employees. This was made up of 290 (93.5%) males and 20 (6.5%) females. This is reflective of the nature of the industry that Galco operates in, with the majority of roles being at general operative level.

Galco only employs a very minor number of part-time workers. These are all female. Galco employs a very minor number of workers with temporary contracts. These are all male. As a result, no mean or median gender pay gap can be calculated under these headings.

Mean gender pay gap

The mean gender pay gap was -19.7%. This means the average hourly pay for women was 19.7% higher than men.

Median gender pay gap

The median gender pay gap was -24.4%. This means the middle hourly pay for women was 24.4% higher than men.

Both the above metrics reflect 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	94.8%
Female	5.2%

Lower Middle Hourly Pay Quartile

Male	96.2%
Female	3.8%

Upper Middle Hourly Pay Quartile

Male	96.2%
Female	3.8%

Upper Hourly Pay Quartile

Male	87.0%
Female	11.7%

Proportion of male and female employees receiving benefit in kind

Galco does not provide benefits in kind as part of remuneration packages except in exceptional circumstances. The proportion of male employees receiving benefits in kind was 1.9% 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 0.3% while the proportion of female employees was 0%. As a result, no mean or median gender bonus gap can be calculated.

Summary

We note that no significant change was identified over the 2023 report.

Declaration

We confirm the information and date reported is accurate at of 30 June 2024.



Ed Byrne
Group Managing Director



Declan O'Dwyer
Group Finance Director