

Republic of Ireland Gender Pay Gap - Finning



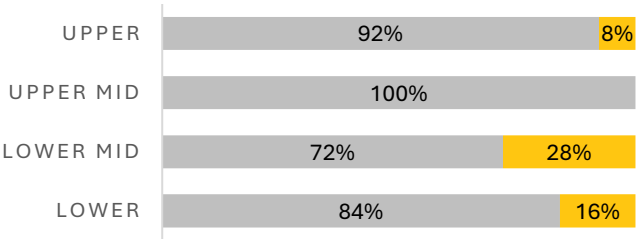
When a business employs more than 50 staff there is a requirement to publish Gender Pay Gap results.
We took a snapshot date of 30/06/2025 to determine who is included in the report - we had 101 employees (88 Male and 13 Female)
We gathered pay, bonus and BiK data for these employees during the 12 months preceding the snapshot date.

Using this data we must show:

- The mean and median Hourly Pay gaps between males and females and split these by contract of employment
- The mean and median Bonus Gap gaps between males and females and split these by contract of employment
- The percentage of males and females in each of the 4 pay quartiles
- The percentage of males and females who received Benefits in Kind (BiK) over the period

PAY QUARTILES

Male % Female %



Pay Quartiles is gathered of all pay data and ordered from highest paid to least paid, we then split that into 4 quarters and split between male and female quantity.

AVERAGES

Hourly Pay			
Average	All Employees	Part-Time Employees	FTC Employees
Mean	12.26%	-37.88%	-1.73%
Median	15.58%	-44.88%	-1.73%
Bonuses			
Average	All Employees	Part-Time Employees	FTC Employees
Mean	-35.62%	-60.94%	-11.46%
Median	-284.39%	-325.83%	-11.46%

This shows the averages for pay and bonuses. We split this by all staff, part time staff and FTC staff.

The positive numbers are in favor of males whereas minus figures are in favor of females.

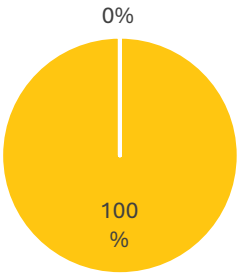
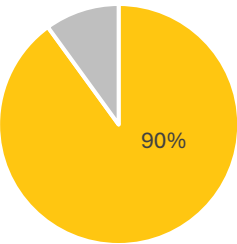
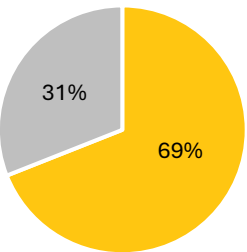
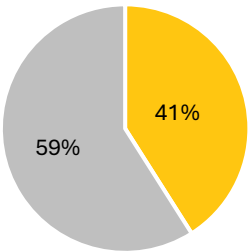
There is a significant gap for bonus payments, this is due to bonuses being role-based, not gender-based. Male employees predominantly occupy technician roles with fixed bonus targets, while female employees are more concentrated in roles with variable schemes offering higher potential payouts. This role distribution drives the difference in average bonuses.

Male BIK

Female BIK

Male Bonus

Female Bonus



The pie charts show the split of male and female that receive benefit in kinds(BiK) and bonuses.