



## Report on the Gender Pay Gap 2023

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### Company Background

BMD & Company Limited is a mechanical and process engineering company, providing engineering solutions to the construction industry, predominantly catering to construction projects in the life sciences and semi-conductor sectors. Formed in 1974, we have an established footprint in Ireland with offices and fabrication facilities in Cork, Dublin and Limerick. With fifty years as one of Ireland's leading mechanical engineering companies, we have an unbeatable track record of delivering complex projects across a wide range of industries including:

- Mechanical, Process, Oil/Gas Project Delivery.
- High purity systems and specialist services, including passivation.
- Specialist Off-Site Manufacturing (OSM), delivery and installation.
- Utility maintenance with 24/7 emergency response.
- Mechanical process and utility equipment installations.
- Complete QA/QC commissioning and validation services.

To learn more about our experience and service offering, visit [www.bmd.ie](http://www.bmd.ie).

### Gender Pay Reporting

BMD is committed to driving diversity, equity and inclusion for the benefit of our stakeholders. We strive to create an environment of openness, mutual respect and equity. Providing clarity around remuneration, therefore, is critical. We welcome Gender Pay Gap Reporting as it highlights a critical area within our industry that requires consistent and diligent efforts to build a diverse and inclusive workplace, where all, regardless of gender, feel included, respected and fairly compensated for their work. This remains an important step in encouraging change for the present and future.

Gender Pay Gap legislation requires employers with 250 or more employees to report on their gender pay gap across certain metrics.

Our report is a summary of our company's pay and benefits data, the reasons behind our pay gap, and the actions that we have taken to improve the situation as well as the measures we plan to take in 2024.

### The difference between equal pay and the gender pay gap.

The gender pay gap is the difference between the gross hourly earnings for all men and women, expressed as a percentage, and is a reflection of a company's workforce profile. A



company, therefore, can have a gender pay gap even though it pays male and female employees equally for the same or similar jobs. While BMD provides equal pay to employees performing the same role, the greater industry dominance of men in skilled tradesperson roles results in a gender pay gap. On a wider macro level, this continues to be a challenge for our industry. Further, as senior roles pay more than junior positions, the lower the number of women in senior roles, the greater the gender pay gap.

In BMD, we benchmark remuneration against industry standards to ensure that there is consistency between roles and employees within roles. In doing so, we are an equal and fair employer.



## Gender Balance

The Gender Pay Gap Report is based on data as of 30<sup>th</sup> June 2023.

### Male 95% Female 5%

The figures set out below have been calculated using the standard methodologies used in the Gender Pay Gap Information Act 2021.

Category	Percentage
The Mean Gender Pay Gap	18%
The Median Gender Pay Gap	25%
The Mean Bonus Gender Pay Gap	100%
The Median Bonus Gender Pay Gap	100%
The Proportion of Males Receiving a Bonus Payment	6%
The Proportion of Females Receiving a Bonus Payment	0%



## Pay Quartiles by Gender

Band	Males	Females	Description
A	86%	14%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	97%	3%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	99%	1%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	91%	9%	Includes all employees whose standard hourly rate places them above the upper quartile

### Key challenges that we face and how we address these within BMD.

Within BMD, we are committed to seeking the best applicants for our roles, regardless of gender. We recognise that workplaces that support and encourage debate and diversity of thought, where employees feel heard and have an input, are more likely to thrive in this increasingly competitive modern world. Where recruitment and progression is based upon merit and not limited by an employee's background, we know that our team is better able to reach their full potential while our organisation benefits from increased innovation and productivity, ultimately delivering a better service to our clients. Like so many other construction companies, the key driver of our gender pay gap is the challenge we face to attract women into our sector and retain them throughout their career.

Therefore, we are on a journey to challenge the barriers within our industry and actively seek to build a diverse team. While overall, our gender balance is less than optimal, we have made significant steps forward in 2023.

The following progress has been made this year:

- Proactive engagement with third level institutions and national job fairs to promote BMD and the engineering and construction industry in general, as an employer of choice to all prospective candidates, regardless of gender.
- Review of job descriptions to ensure gender neutral language is used so that male and female applicants are encouraged to join our team.
- Recruitment of our first senior female hire to our management team in June 2023.
- Increase in female hiring from 7% in 2022 to 24% in 2023.



- 30% of our female hires were hired for direct site work across Engineering and EHS, areas that are traditionally male dominated.
- We raise awareness on diversity, equality, employee health and wellbeing through meaningful and measurable initiatives such as in-house training, presentations and seminars.
- We have made a landmark change in policy with BMD in 2023, introducing a number of family friendly and diversity focused policies. These policies ensure that our practices support a diverse and inclusive work environment, that supports all, regardless of gender and allows us to promote flexible working and family friendly options for our employees that take account of life changes over the course of their career.

We continue to be successful in hiring and retaining talented female employees for roles in support and finance functions.

Within BMD, we have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic). We ensure equity around pay rates by using benchmarked data to establish fair pay bands. Benchmarking allows us to de-personalise the setting of salary bands as it is based on defined job titles and descriptions rather than personalised characteristics such as gender.

At BMD we know that a diverse team creates a stronger, more dynamic business, which makes us a more attractive and sustainable employer. We want to create an environment where everyone feels like they belong, can be themselves and know their voice will be heard. This is not something that can be easily achieved within a single reporting cycle, but we are committed to long-term sustainable change.

We are unwavering in our commitment to building and sustaining a diverse team supported by an inclusive workplace. That said, we also recognise that working towards a diverse and inclusive work environment is an ongoing journey. We continue to learn and hone our processes, practices, and behaviours so that all of our employees, regardless of their personal characteristics or background, feel fully part of our team.

