



Report on the Gender Pay Gap 2024

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.

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 2025.

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 30th June 2024.

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	24%
The Median Gender Pay Gap	27%
The Mean Bonus Gender Pay Gap	100%
The Median Bonus Gender Pay Gap	100%
The Proportion of Males Receiving a Bonus Payment	2%
The Proportion of Females Receiving a Bonus Payment	0%



Pay Quartiles by Gender

Band	Males	Females	Description
A	87%	13%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	96%	4%	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	100%	0%	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 remain dedicated to attracting top talent for every role, irrespective of gender. We understand that a thriving workplace is one that actively embraces diverse backgrounds and perspectives, where every employee feels included. We also recognise that when recruitment and career advancement are merit-based and unrestricted by an individual's background, our team is empowered to reach their full potential, enhancing innovation and productivity and delivering superior service to our customers. As with many construction companies, our gender pay gap largely reflects the critical challenge of attracting and retaining women in our industry throughout their careers.

While BMD continues to hire women at rates above the industry standard (20% compared to the industry average of 9% in construction), women are primarily represented in lower-paid, office-based administrative roles. Site-based roles, which are currently male-dominated, often require longer hours and include overtime in their compensation, further contributing to the gender pay gap.

We remain steadfast, however, in our commitment to breaking down barriers within our industry and are actively working to build a more diverse team over the long term. While our overall gender balance still has room for improvement, we made significant strides in 2024.

The following progress has been made this year:

- All company policies are reviewed annually to support equity and diversity, ensuring we have robust mechanisms to create an inclusive work environment while



concurrently, safeguarding against any form of discrimination including gender discrimination.

- We have been awarded the Investors in Diversity Bronze Accreditation from the Irish Centre of Diversity. This recognition affirms that we have built a strong foundation to embed Diversity and Inclusion (D&I) across our entire business. It demonstrates our commitment to creating a more equitable and inclusive workplace for everyone, and positions us for continued growth on this important journey.
- We have expanded hiring pathways by developing targeted recruitment initiatives to increase the number of women in higher-paying, site-based, and technical roles within STEM and construction. This includes partnerships with secondary schools, and universities.
- Female hiring has remained steady at 20%, with 66% of these hires entering roles traditionally dominated by men.
- We understand that female underrepresentation is compounded by a lack of female role models and mentors in the sector. In partnership with the STEM Passports for Inclusion program, therefore, we contribute to a mentorship and outreach initiative aimed at raising awareness of career opportunities in Mechanical Engineering. This program is designed to inspire individuals from underrepresented groups, particularly young women, to consider careers in our sector by showcasing pathways and potential within the industry over the longer term. We continue to raise awareness on diversity and inclusion through meaningful and measurable initiatives such as in-house training, presentations and seminars.

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 gender (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 and in doing so, we maintain objectivity in remuneration decisions.

We recognise that a diverse workforce strengthens our business, enhancing our ability to attract and retain talent while fostering a sustainable, inclusive culture. Our goal is to create a workplace where everyone feels they belong, can express their authentic selves, and knows their contributions are valued. Building a truly inclusive environment is an ongoing journey, not one that can be easily achieved in a single reporting cycle, and we are dedicated to fostering sustainable, long-term change.

Our commitment to diversity and inclusion remains steadfast. As we move forward, we continue to refine our processes and practices to ensure that all employees, regardless of personal background or identity, feel fully integrated and valued within our team.

