



Report on the Gender Pay Gap 2025



Introduction

BMD & Company Limited (“BMD”) is pleased to publish its Gender Pay Gap Report in compliance with the Gender Pay Gap Information Act 2021. This report sets out the statutory gender pay gap metrics for the organisation, explains the factors contributing to the results, and outlines the actions being taken to support greater gender balance across the business.

BMD is committed to fostering a workplace that promotes fairness, transparency and equal opportunity. We recognise that diversity and inclusion are essential to the long-term success and sustainability of our organisation and the wider engineering and construction sector.

Company Profile

BMD & Company Limited is a mechanical and process engineering company, providing engineering solutions in the construction industry, predominantly within the life-sciences and semiconductor sectors. Founded in 1974, we have an established footprint in Ireland with offices and fabrication facilities in Cork, Dublin and Limerick. With over fifty years’ experience, BMD has successfully delivered 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

Further information is available at www.bmd.ie.

Gender Pay Reporting and the Legislative Context

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.

Under the Gender Pay Gap Information Act 2021, organisations with 250 or more employees are required to report on their gender pay gap across a number of prescribed metrics. The gender pay gap measures the difference between the average gross hourly earnings of men and women across the organisation, expressed as a percentage and reflects workforce composition rather than differences in pay for comparable roles.

It is important to note that an organisation can have a gender pay gap while still providing equal pay for equal work. BMD confirms that employees performing the same or equivalent work are paid equally, regardless of gender. Our gender pay gap does not arise from unequal pay practices, but from the distribution of men and women across roles, grades and levels of seniority.

Our gender pay gap primarily reflects the underrepresentation of women in higher-paid, senior and skilled trade roles, which continue to be male-dominated across the construction and engineering sectors. This is further compounded by the imbalanced graduate pipeline from STEM-related disciplines and trade apprenticeships. With fewer women graduating in these specialisations, this negatively impact our talent pool with the underrepresentation of female candidates for technical and trade roles.

As senior and site-based roles typically attract higher remuneration and overtime, a lower proportion of women in these positions has a material impact on the overall pay gap.

BMD benchmarks remuneration against industry standards to ensure consistency and fairness across roles and levels. Through this approach, we remain confident that our pay practices are equitable and objective.

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 2026.



Workforce Gender Profile

This report is based on employee data as of 30th June 2025.

- **Male:** 95%
- **Female:** 5%

Gender Pay Gap Metrics

All figures below have been calculated in line with the methodologies prescribed under the Gender Pay Gap Information Act 2021.

| Category | Percentage 2024 | Percentage 2025 |
|---|-----------------|-----------------|
| Mean Gender Pay Gap | 24% | 20% |
| Median Gender Pay Gap | 27% | 26% |
| Mean Bonus Gender Pay Gap | 100% | 100% |
| Median Bonus Gender Pay Gap | 100% | 100% |
| Proportion of Males Receiving a Bonus Payment | 2% | 4% |
| Proportion of Females Receiving a Bonus Payment | 0% | 0% |



Explanation of Bonus Pay Gap

Bonus payments at BMD are confined to a small group of senior and project-critical roles. These roles carry responsibility for the delivery of particularly complex and challenging client projects and are typically site-based and operational in nature. As these roles are currently occupied predominantly by men, this has resulted in a 100% bonus gender pay gap.

Pay Quartiles by Gender

| Band | Males 2024 | Females 2024 | Males 2025 | Females 2025 | Description |
|------|------------|--------------|------------|--------------|-----------------------|
| A | 87% | 13% | 83% | 17% | Lower Quartile |
| B | 96% | 4% | 94% | 6% | Lower Middle Quartile |
| C | 99% | 1% | 98% | 2% | Upper Middle Quartile |
| D | 100% | 0% | 92% | 8% | Upper Quartile |

Key Challenges and Our Approach

BMD operates within the engineering and construction sector, where women continue to be underrepresented in senior, technical and site-based roles. These positions typically attract higher rates of pay and may include overtime, shift allowances and performance-related bonuses.

BMD remains committed to attracting and retaining the best talent for every role, irrespective of gender. We recognise that diverse perspectives strengthen our organisation, enhance innovation and improve outcomes for our clients.

As with much of the construction industry, our gender pay gap is largely driven by the challenge of attracting and retaining women in site-based, technical and senior roles over the long term. These roles often involve extended working hours and overtime, which further contributes to pay differentials.

This challenge is further exasperated by the imbalanced graduate pipeline from STEM related disciplines and trade apprenticeships. Although women represent 54% of third-level enrolments overall, female participation in STEM qualifications remains disproportionately low, with only one in three STEM graduates currently being women. Similarly, women account for just 1% of on-site construction trades, highlighting the persistent underrepresentation in these roles. As trades and technical positions comprise over 80% of our workforce, the limited



number of female graduates and apprentices continues to constrain and negatively impact our talent pipeline.

Despite these challenges, we have made measurable progress during 2025. Female hiring increased to 31%, significantly exceeding the industry average of 10.2%. Importantly, 75% of female hires during this period were appointed to site-based roles, traditionally dominated by men.

While women continue to be more represented in lower-paid administrative roles, this shift toward site-based recruitment represents a positive step toward improving gender balance across all pay quartiles.

Actions taken during the Reporting Period

During 2025, BMD implemented several initiatives to support greater equity and inclusion, including:

- Annual review of all company policies to ensure alignment with equality, diversity and inclusion principles, with updates made to adopt inclusive and gender-neutral language.
- Reaccreditation with the Investors in Diversity Bronze Award from the Irish Centre of Diversity, confirming a strong foundation for embedding DEI practices across the business.
- Delivery of leadership development programmes, including unconscious bias training.
- Expansion of recruitment pathways through targeted initiatives aimed at increasing female participation in STEM, construction and site-based roles, including partnerships with secondary schools and universities.
- Participation in the STEM Passports for Inclusion programme, supporting mentorship and outreach initiatives designed to raise awareness of careers in mechanical engineering among underrepresented groups, particularly young women.
- Ongoing internal initiatives promoting diversity, employee wellbeing and inclusion through training, presentations and awareness programmes.
- Ongoing success in recruiting and retaining women in support, finance and professional services roles.

Equal Pay and Remuneration Practices

BMD has a clear and established policy of providing equal pay for equal or equivalent work. Remuneration is benchmarked against industry standards and structured into defined pay bands based on job roles and responsibilities. This approach ensures consistency, transparency and objectivity in pay decisions and removes personal characteristics, including gender, from remuneration outcomes.

Future Commitments



BMD recognises that addressing the gender pay gap requires sustained, long-term action. We remain committed to increasing female representation across all levels of the organisation, particularly in senior, technical and site-based roles.

As we move into 2026, we will continue to build on the progress made to date, strengthen our diversity and inclusion framework, and work towards higher levels of external accreditation. Our goal is to create a workplace where all employees feel valued, supported and empowered to reach their full potential.

