



Gender Pay Gap Report 2023

EirGrid.ie





Mark Foley Chief Executive

Building a more diverse and inclusive workplace



De-carbonising the power system will play a crucial role in our response to climate change. The growth in clean electricity from low carbon and renewable sources will require a decade of change to the electricity system, with EirGrid central to much of this transformation.

We operate and develop the electricity transmission system and we have been mandated to operate, develop and own Ireland's offshore grid. We have a key role in the wholesale electricity market in addition to developing and operating interconnections with neighbouring grids.

So what we do, we believe, is both important and exciting. As a leadership team, we recognise that diversity in its wider form paves the way for much needed new levels of creative thinking, problem-solving and collaboration - essential as we strive to address climate

change and to transform the power system for future generations. Becoming more diverse, equitable and inclusive is a business imperative for EirGrid - it is very straightforward, we need to attract more women into the energy sector and to our organisation in particular. I am very aware of the role I play in ensuring that our proposition for women is an appealing one. We now have more women than ever in leadership roles and have also seen our highest number of females in our most recent graduate intake.

I am pleased to see that we have reduced our gender pay gap but we won't become complacent. We will continue to look for new ways to attract women - those with experience from other sectors but also those early in their career so that we can bring more balance and diversity into our teams.

We value transparency, collaboration, accountability, and ambition.

Over the last
12 months
we have
successfully...



Reduced our
gender pay
gap by **2.1%**



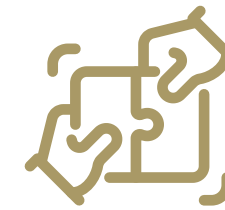
**Engaged Focus Groups in
themes** of Gender, LGBTQ+,
Race & Ethnicity, Disability



Increased the
number of **females
at graduate level**



Delivered
**Unconscious
Bias training**



Broadened the reach
of our early career
programme to include an
Earn & Learn offering



Grown a more
diverse organisation
to build capability and
increase capacity

We are
committed
to...

- Maintaining a **strong intake of females** at all levels
- Maintaining momentum in **nurturing a diverse workforce** where all can thrive
- Engaging with our focus groups and networks to **seek new ways to create an inclusive workplace**
- Keeping up the momentum in our **multi-year Diversity & Inclusion programme** and funding educational and training initiatives
- **Promoting STEM disciplines across a wider range of female groups** and playing our part in driving change
- Being an **employer of choice**

What is the Gender Pay Gap?

The Gender Pay Gap refers to the difference in the average hourly pay of women and men in an organisation. It is designed to capture the extent to which women are evenly represented across different levels of seniority in an organisation.

Irish legislation requires organisations with over 250 employees to report on their hourly gender pay gap across a range of metrics.

It is important to note that the gender pay gap differs from equal pay. Equal pay is required under the Employment Equality Acts and exists to ensure women and men performing the same role receive equal pay. In EirGrid our appointments are based on merit and pay is determined by the experience and skills women and men bring to their roles.

The gap in gender pay looks at gender representation in assessing the average earnings of women and men.



Greater female representation goes right to the heart of demonstrating a commitment to fostering diversity within the workplace. Greater female representation at senior and leadership level also signals to women that career progression is not only possible but supported, and that there is no glass ceiling.

Louise O’Flanagan
Head of Engineering & Asset Management



Having greater female representation in senior roles in EirGrid is hugely important, especially in senior technical roles. A technical career path isn’t a linear one for most people, it does involve seeking out opportunities and taking risks, particularly for women. Having female role models who had successfully navigated this path in my early career gave me the confidence to progress into a senior technical role in the company.

Deirdre Merriman
Senior Grid Control Engineer



How is Gender Pay Analysis Calculated?



The Mean Pay Gap

The difference between women’s mean (average) hourly wage and men’s mean (average) hourly wage.



The Median Pay Gap

The difference between women’s median hourly wage (the middle paid woman) and men’s median hourly wage (the middle paid man).



The Quartiles

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. This gives an indication of the gender representation at different levels of the organisation.

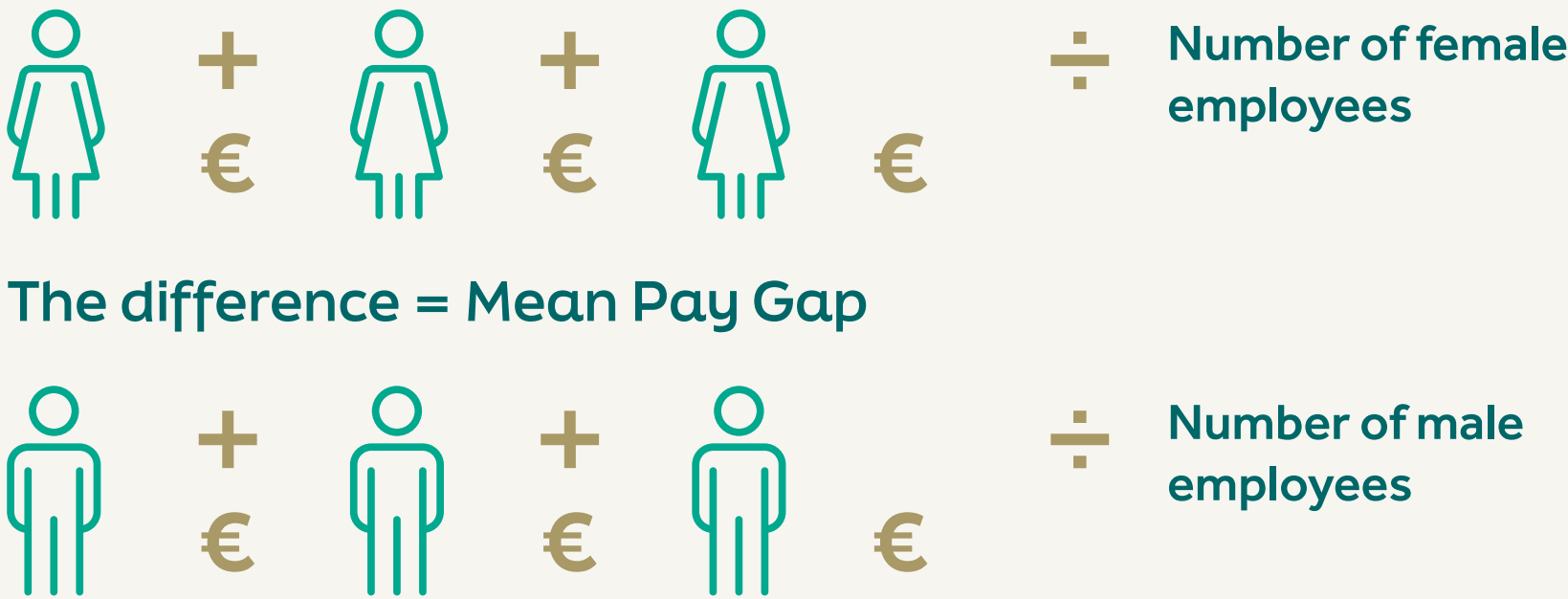


Reporting Period

Reporting period for this report is July 2022 to June 2023.



How we calculate our mean gender pay gap:



I have worked at EirGrid for almost a year, and I have found it inspiring to see women represented in senior and leadership positions. Female voices have been under-represented across society and in workplaces for far too long and I think we are all beginning to understand the detrimental impact of that. Greater female representation at the top level is one way of remedying this issue, and I am glad that this is now being recognised more widely across industries.

Nadine McMahon
Senior Solicitor

Our Gender Pay Analysis 2023

Insights from our data

We have reduced our gender pay gap by 2.1%. This improvement is driven by an:

- increase in female representation in upper quartiles reflecting an increase in women progressing to senior roles and higher pay bands
- increase in women joining the organisation in senior roles

Hourly Pay Analysis

	2022	2023
Mean Hourly Pay Gap (All Relevant Employees)	12.4%	10.3%
Median Hourly Pay Gap (All Relevant Employees)	15.8%	8.9%

When other earnings are excluded this gap reduces to 8.2% at base salary an improvement of 2.7% on 2022



As a senior member of the HR & Employee Relations Team, I have been trusted with the responsibility of providing the key data on our Gender Pay Gap. To be able to see at a granular level the progress EirGrid is making year on year in tackling Gender Pay, I feel quite proud and passionate to be part of something that is truly putting into action a change that will support female colleagues.

Anthony Saul
Compensation & Benefits Specialist



2.1%

REDUCTION

Mean Hourly
Pay Gap



6.9%

REDUCTION

Median Hourly
Pay Gap



I know from the education and awareness initiatives in EirGrid how important it is to be aware of and to challenge our own and others stereotypes and biases. Through this training and through the impactful conversations with female colleagues I’m in no doubt of the role I could play in creating a culture within which we could all thrive.

David Byrne
Power Systems Insight & Research Engineer

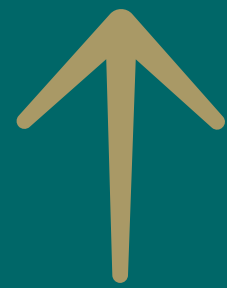


It’s positive that the percentage of women working in EirGrid is increasing year on year. We must keep working to continue to increase female representation across the organisation, including more women in leadership roles to influence decision making across all sectors of the organisation.

Avril Wilson
Senior Engagement Specialist

It is important to nurture female talent and find ways to bring us all on a leadership journey

Our Gender Pay Analysis 2023



Over the past year we saw a **7%** increase in female representation across our Upper and Upper Middle Quartiles

	Quartiles	
	Female	Male
Upper Quartile	30%	70%
Upper Middle Quartile	27%	73%
Lower Middle Quartile	33%	67%
Lower Quartile	44%	56%
Overall	33%	67%

Insights from our Quartile data

Pay quartiles give an indication of the gender representation at different levels of the organisation.

We recognise the need and the value of a diverse leadership team and are committed to finding the right ways to increase female representation across our organisation.

Systemically we know STEM programmes attract more males, we are committed to looking at new ways to attract more females into STEM disciplines.



A workplace with diverse leadership, including strong female representation, tends to be more comfortable and welcoming for all employees and I can totally agree that has been the case for me since I joined EirGrid. I believe that organisations with diverse leadership teams are better equipped to navigate challenges and solve complex problems.

Alisha Bhatia
Linux & Database Team Lead



Our Benefits are Open to Everyone

At EirGrid, we take great pride in offering our people an attractive rewards package and benefits including:



We provide **Market based competitive salary** and equal pay for all roles, with open transparent pay ranges and pay processes



All employees are eligible for an **annual performance related payment** and salary review



We provide **modern hybrid working arrangements**, enabling our people to strike a balance between personal and professional lives while enabling building of essential networks and social connections



Our pension plans allow employees choose between **three investment options** supported by a generous employer contribution ensuring a secure retirement



Income protection and life cover provided offering all employees and their families peace of mind and security



Full paid maternity and adoptive leave available from day one of joining the company



Extensive leave options both paid and unpaid cater to work life balance needs in addition to generous annual leave



We invest in **comprehensive development programmes** which include tailor-made leadership development packages



Education support encourages further education at all levels and course type



Extensive career opportunities across a wide range of disciplines in which people can play a part in transforming the power system for future generations



A wide range of sports and social activities throughout the year



I am proud to work for EirGrid where I feel supported, and it is wonderful to see the company take action on improving the gender balance at all levels. EirGrid is also a Corporate Partner of PWN Dublin, a cross-functional network which strives to give women the tools, skills and confidence needed to navigate their careers. Through this network staff can upskill and broaden their network, and the company can learn from other Corporate Partners about their path to improve gender balance. Personally I also volunteer on the management committee of PWN Dublin, which has enabled me to grow and develop over the years.

Emma Fagan
Principal Engineer & Team Lead



I joined the company as a project co-ordinator with no previous experience in the energy industry. My background is primarily in marine and environmental areas. When I think about the goal of having greater female representation across the organisation, I feel excited for the future

Rachel Berney
Future Operations Programme Analyst



Delivering our multi-year Diversity & Inclusion plan has been a rewarding experience especially over the past 12 months as we engaged focus groups on key D&I themes and facilitated many meaningful conversations of great value as we progress our Diversity & Inclusion programme.

Shane Cowley
Organisational Development Professional

The future is exciting

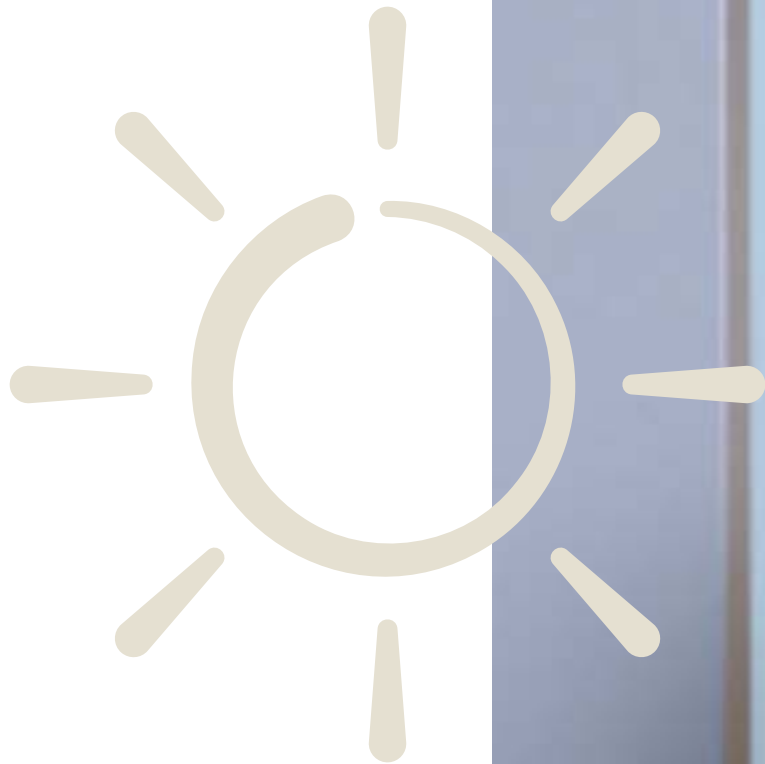
Building a diverse and inclusive workforce is an important goal for all of us at EirGrid as we play a key role in the transformation of the electricity sector. For us to be successful, our organisation should mirror the communities we serve, reflecting a modern and progressive Ireland. We want everyone to feel that they are treated fairly and equally regardless of race, gender, religion, sexual orientation, marital status or disability.

Women play key roles across all aspects of our society, and we are pleased that women from all disciplines have the opportunity to join our company, to contribute widely to the delivery of our strategy and to grow their careers. As a result, the gender pay gap for our company is steadily declining as more women take up positions of responsibility in our company.

We work hard to make sure everyone who joins our company is welcomed and nurtured to be their best and to be supported to make their whole lives a success. We are proud to be ambitious, accountable, transparent and collaborative in all our dealings. We are all enjoying the changes that a diverse workforce is bringing to our culture and look forward to innovating more as we progress.

I would like to thank all of the dedicated people in our organisation who are passionate about the changes required to make us truly successful as a diverse company, in particular the women and men who are contributing to our working groups.

“Together, greater things are possible!”



Siobhán Toale Chief People & Information Officer

Reporting Metrics Overview

The table (right) sets out the hourly gender pay gap across a range of metrics as required by the Gender Pay Gap Information Act 2021.

The data outlined in this table is based on the reporting period **1st July 2022 to 30th June 2023**.

Additional Notes:

Analysis of this data shows a decrease in the gender pay gap of 2.1%.

All employees are eligible to receive an annual Performance Related Payment (Bonus) subject to company and personal performance. The reason we have less than 100% of women and men receiving a bonus is that not all employees included in the analysis were in service at the time payments reflecting performance were awarded.

Benefit in kind is predominantly refunds on annual professional subscriptions claimed by employees over the reporting period. We can see from our data that fewer women claimed refunds on subscriptions.

Pay quartiles give an indication of the gender representation at different levels of the organisation.

Analysis of this data reveals a 7% increase in female representation in Upper and Upper Middle Quartiles.

Reporting Criteria	All Earnings Analysis
All employees - mean	10.3%
All employees - median	8.9%
Part-time employees – mean	-2.6%
Part-time employees – median	13%
Difference in mean bonus pay received by male and female employees	19.4%
Difference in the median bonus pay received by male and female employees	15.9%
Percentage of female employees who received a bonus	87%
Percentage of male employees who received a bonus	81%
Percentage of female employees who received benefit in kind	24%
Percentage of male employees who received Benefit in Kind	38%

Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
30% Female 70% Male	27% Female 73% Male	33% Female 67% Male	44% Female 56% Male

For hourly pay and bonus pay metrics, a negative % value indicates a gap in favour of females whilst a positive % value indicates a gap in favour of males.



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