

Gender Pay Gap Report



December 2022



About EirGrid

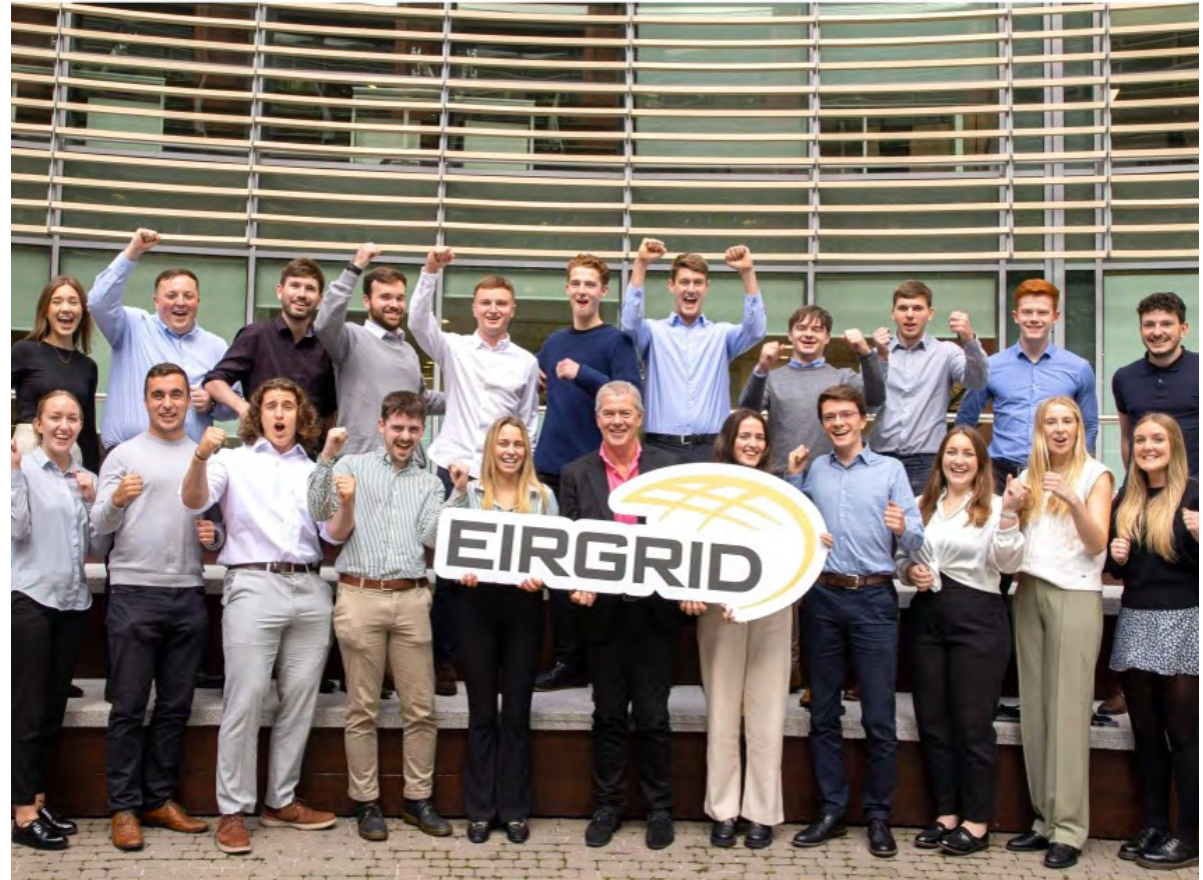
EirGrid operates and develops the national high voltage electricity grid in Ireland. We operate the flow of power on the grid and plan for its future.

As an independent entity, we have no vested interest in the generation or selling of electricity. We ensure that electricity is always available when and where it's needed, every second of every day, and for decades to come.

Our primary goal is to lead the island's electricity sector on sustainability and decarbonisation.

Our purpose is to transform the power system for future generations. We have an exciting and ambitious strategy to enable us to do that. A diverse and inclusive organisation will achieve the best outcomes for our business, our customers, and society.

We are building an increasingly diverse and vibrant organisation in terms of gender, nationality, educational background and sexual orientation. We celebrate that our people come from different backgrounds, have different experiences, and different points of view. Gender diversity is a primary area of focus right now. We believe in a culture where differences are embraced and where everyone is comfortable to bring their whole self to work.



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.

As of 2022, 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 the same pay. In EirGrid we pay women and men equally.

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



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.

Our Gender Pay Gap Analysis

Pay Gap

	Mean Gap	Median Gap
Hourly Pay (all relevant employees)	12.4%	16.2%
Hourly Pay (part-time relevant employees)	-14.5%	-2.7%
Female total population	32%	

Bonus Gap

	Mean Gap	Median Gap
Bonus	10.6%	15.9%
Female % receiving a bonus	89.1%	
Male % receiving a bonus	89.5%	

Reporting period of relevant employees: July 2021 - June 2022
The data provided has been independently assured

Insights from our data

- Our gender pay gap analysis shows we have a gap when looking at both hourly pay and bonus. A number of complex factors are driving the gender pay gap such as:
 - Fewer women in leadership or senior positions
 - More men in operational roles which attract shift/rota allowances and impacts pay
- We recognise that despite our best efforts, it is not possible to control some external factors. For instance, EirGrid is traditionally an engineering and high-tech organisation drawing people from disciplines that historically have higher male representation. While STEM programmes have been making positive inroads to attracting more women into science and engineering based careers, it remains a challenge.
- The median gap for part-time employees, is favourable to women largely due to more women participating in part-time work
- The percentage of females receiving a bonus reflects the headcount movement in the reporting period. All employees, women and men are eligible to receive an annual Performance Related Payment (PRP) subject to company and individual performance.

Our Gender Pay Gap Analysis

Pay Quartiles

	Women	Men
Upper	26.1%	73.9%
Upper middle	24.3%	75.7%
Lower middle	35.7%	64.3%
Lower	41.7%	58.3%
Overall	32.0%	68.0%

Benefit in Kind

Female % receiving BIK	22%
Male % receiving BIK	31%

Reporting period of relevant employees: July 2021 - June 2022
The data provided has been independently assured

Insights from our data

- Pay quartiles give an indication of the gender representation at different levels of the organisation
- Our pay quartile data highlights that we have fewer women in leadership and/or senior positions
- We recognise the need and the value of a diverse leadership and management team and are committed to achieving this
- In the last 4 years more women have progressed to leadership roles. We have increased our female participation in the upper pay quartile from 24% in 2021 to 26% in 2022.
- The percentage of people who received Benefit in Kind relates to those who received professional membership subscriptions such as Engineers Ireland
- In our continued commitment to our employees, we offer a comprehensive benefits package for all which is detailed on page 7

Reasons for the Gender Pay Gap and measures to address it

A diverse and inclusive organisation will achieve the best outcomes for our business, our customers, and society, enabling us to realise our purpose ‘to transform the power system for future generations’. We have an exciting and ambitious strategy to enable us to do that. We are building an increasingly diverse and vibrant organisation in terms of gender, nationality, educational background and sexual orientation. We celebrate that our people come from different backgrounds, have different experiences, and different points of view.

Reasons for our Gender Pay Gap

- We have fewer women in leadership and senior positions
- We have fewer women in engineering and technology roles, traditionally coming from STEM disciplines
- Men continue to represent a large majority in operational roles where additional allowances for unsocial hours are applicable
- While we have increased the female intake at graduate and entry level from 28% in 2021 to 36% in 2022, there continues to be a higher male representation across STEM disciplines

Measures being taken to address our Gender Pay Gap

- Build a vibrant graduate entry programme that draws diverse talent from all disciplines
- Introduce a new “Earn and Learn” programme that draws talented diverse candidates to our workforce
- Extend our internship programmes to specifically attract, and support, female participants
- As we scale to deliver on our ambitious plans, ensure that all of our opportunities are subject to open competition and that we continue to hold best practice selection techniques to ensure the best person gets the job
- Further mandatory unconscious bias training and diversity training for all employees
- Engagement with our employees on the underlying drivers and enlist their support for further change
- Continue to support all employees with their career development through a range of leadership and development programmes available
- Promote our Diversity & Inclusion action plan and track progress

Our Benefits are open to everyone

Our benefits package supports our ambition to reduce our gender pay gap by treating all equally and by ensuring that appropriate supports are in place for all employees to manage their work life balance.

All of our employees enjoy a competitive rewards package and modern working arrangements. The EirGrid benefit package includes:

- 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**
- Modern **hybrid working arrangements** are offered, enabling employees to balance home and working lives while building critical networks and social connections in the workplace
- Modern **pension arrangements** where employees can leverage three different employee contribution rates are added to a generous employer contribution to enable employees to plan for retirement
- **Income protection** for all employees which provides security for those unexpected absences that we encounter from time to time
- **Full paid maternity and adoptive leave** from the first date of joining the company
- Wide **variety of paid and unpaid leave** to accommodate work life balance in addition to generous annual leave in excess of the statutory minimum
- Comprehensive **development programmes** which include bespoke leadership training packages
- **Further education support** at all levels from short-term courses to Masters and PhDs
- **Extensive job opportunities** not only in engineering but in many other job roles ranging from general business to cutting edge energy roles
- Unique and exciting opportunities for new joiners to **develop their careers and influence the power system of the future**



Conclusion

Our primary goal is to lead the island's electricity sector on sustainability and decarbonisation.

In building a sustainable organisation reflective of the communities we serve, we are making diversity and inclusion part of our company culture. We are taking tangible actions to build a truly diverse workforce through talent acquisition and a modern and competitive employee value proposition that is available to all our current and prospective employees.

We are an engineering and high-tech company, which traditionally attracts more men than women. We are truly committed to improving the representation of women at all levels in our organisation by creating a talent pipeline for the future which supports more opportunities at leadership and senior levels.

We will continue to educate and train our leadership and employees on the potential of unconscious bias in our actions and to drive change in the way we go about our business.

We know that real change takes time and we are committed to playing our part to addressing the gender pay gap and transforming the power system for future generations.

