

## Gender Pay Gap Report Pat O'Donnell & Co

### Introduction

Pat O'Donnell & Co. is Ireland's leading supplier of heavy construction equipment and machinery. We represent world-class brands and provide industry-leading technical expertise to customers across the Construction, Waste Management, Quarrying, Forestry, Agriculture, Shipping, and Port sectors.

We are committed to maintaining a fair, inclusive, and equitable workplace where all employees have the opportunity to thrive.

The year 2025 marks the first occasion on which Pat O'Donnell & Co. Ireland is required to publish gender pay gap data in accordance with the *Gender Pay Gap Information Act 2021*. We are pleased to present this report, which sets out our gender pay gap figures for the snapshot date of 26 June 2025.

### Defining "Gender Pay Gap"

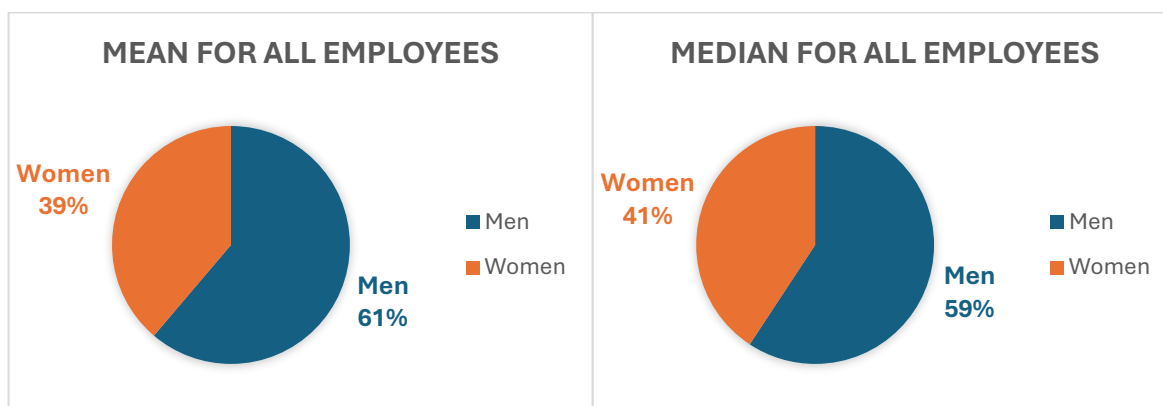
The gender pay gap is the difference in the average hourly pay of men and women across an organisation, measured across a range of metrics. It compares the pay of all working men and women, regardless of their role or seniority. The gender pay gap should not be confused with equal pay, which is governed by existing Irish legislation requiring organisations to pay men and women equally for performing the same, similar, or equivalent work.

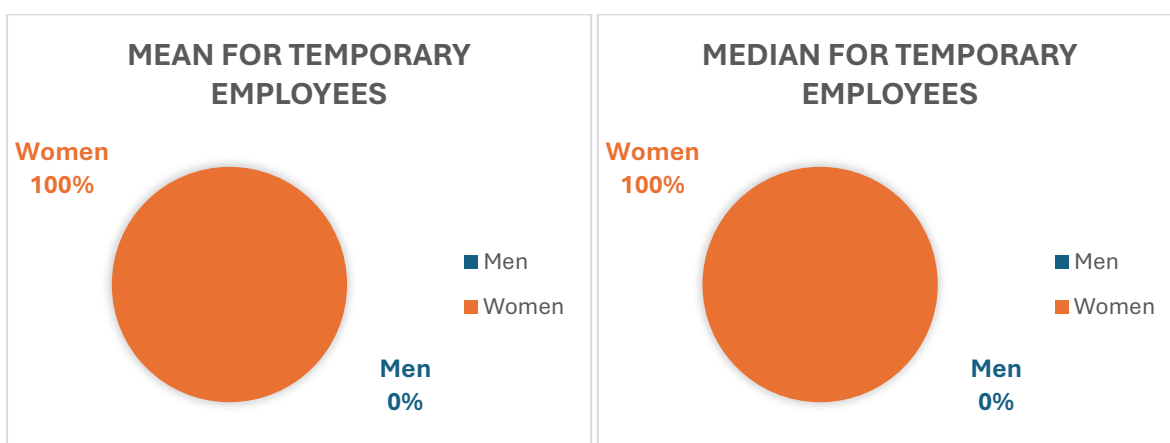
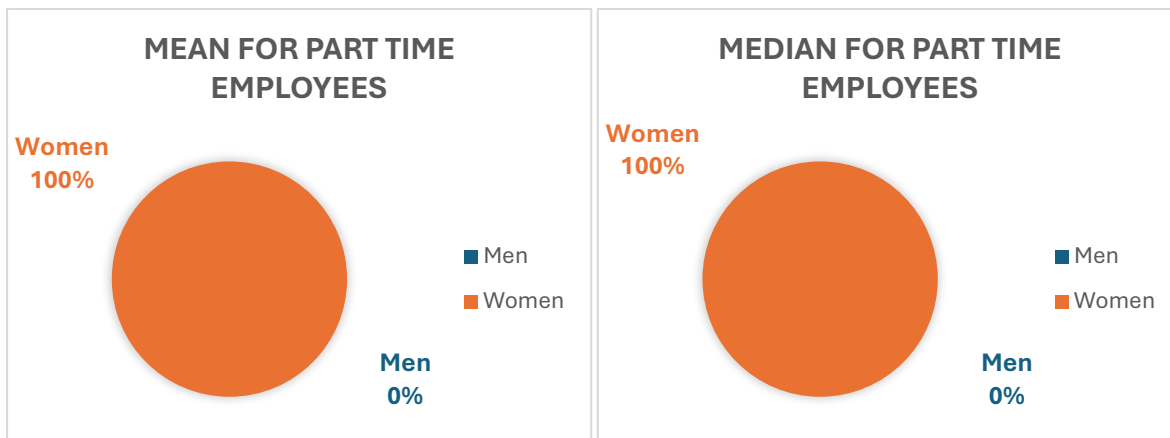
### An Overview of the Gender Pay Gap

A snapshot date of 26 June 2025 was selected for this report, with the relevant pay period covering 1 July 2024 to 30 June 2025. On the chosen snapshot date, the relevant employee group comprised 83% male and 17% female employees.

### Key statistics

Percentage difference in hourly pay between men and women are shown below:



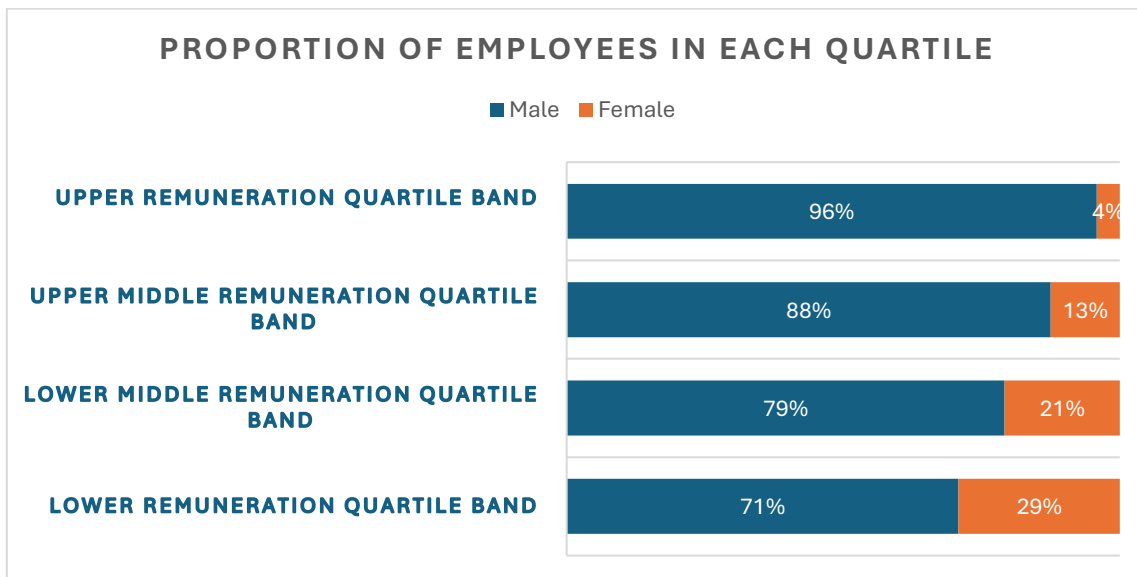


### Analysis of Gender Pay Gap Drivers and Quartile Distribution

The primary contributor to this imbalance is the male-dominated nature of the Heavy Construction Equipment and Machinery sector. Many of the technical and senior roles within Pat O'Donnell & Co. Ireland are occupied by men, which significantly influences the organisation's overall gender pay gap.

The table below illustrates the distribution of employees' hourly remuneration across four quartiles and shows the percentage of males and females within each quartile. This approach provides a clear view of gender representation at different levels of pay within the organisation.

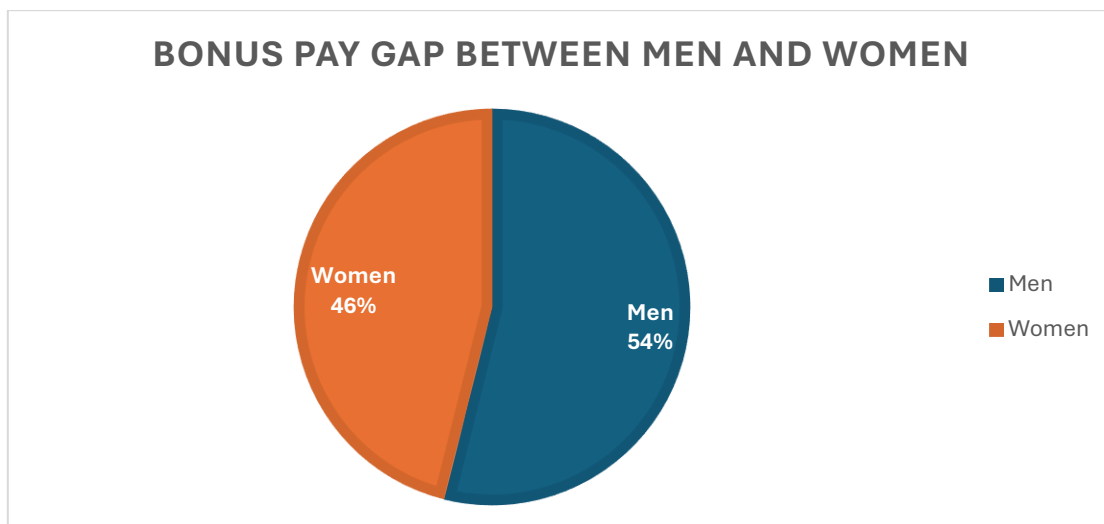
## Proportion of employees in each quartile



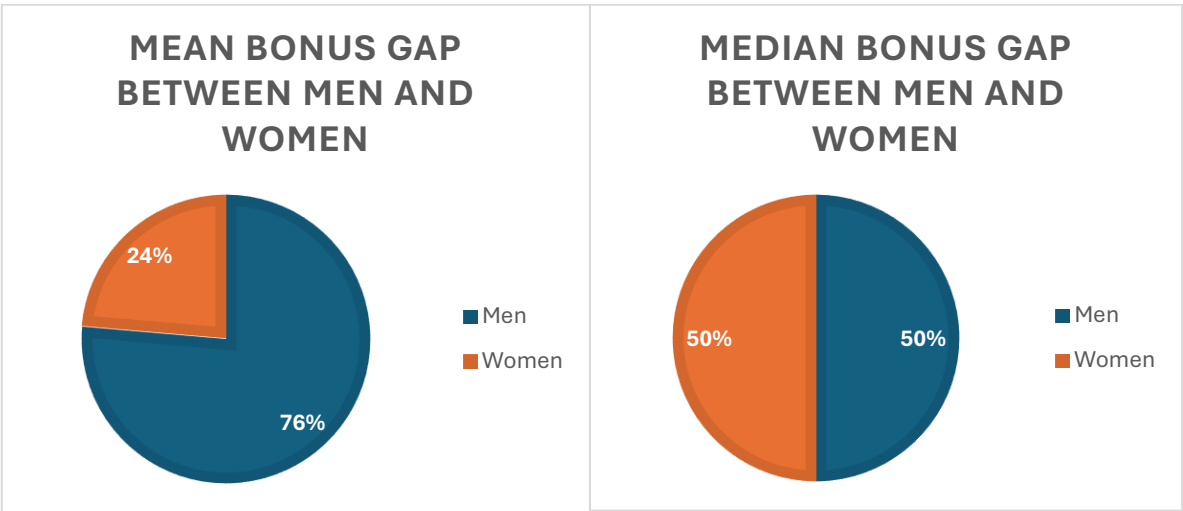
## Bonus pay gap

Bonus pay forms an important part of total remuneration within Pat O'Donnell & Co. The bonus pay gap measures the difference between the percentage of male and female employees who received bonus across the organisation.

During the reporting period, 46% of female employees received a bonus, compared with 54% of male employees. Given that the overall workforce comprises 17% women and 83% men, this distribution reflects a proportionately favourable outcome for female employees relative to their representation within the organisation.



The mean bonus gap, which compares the average bonus amounts received by men and women, was 76% for men and 24% for women. The median bonus gap, which compares the midpoint of all bonus payments, stood at 50% for men and 50% for women.

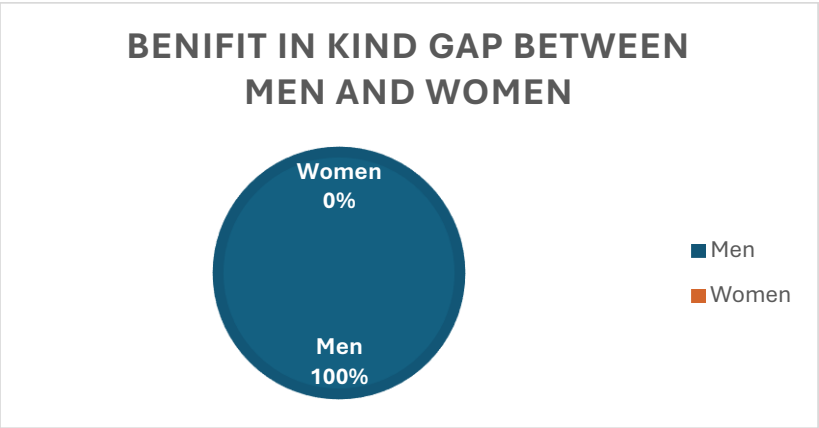


### Benefit in Kind (BIK)

Benefit in Kind (BIK) refers to any non-cash benefit of monetary value provided to an employee as part of their overall remuneration package. At Pat O'Donnell & Co. Ireland, BIK primarily relates to the provision of company vehicles.

During the reporting period, 100% of BIK recipients were male, with no female employees receiving a BIK. This outcome reflects the current structure of the organisation and the nature of roles that typically qualify for company vehicles.

The key contributing factor to this outcome is the predominantly male representation within the Heavy Construction Equipment and Machinery sector, where a higher proportion of employees occupy field-based, technical, and sales positions that require the use of a company vehicle for business purposes.



## **Our Commitment to Equality, Diversity and Inclusion**

Our approach to employee remuneration is fully gender neutral, ensuring that all employees are rewarded fairly for their skills, experience, and contribution. We are committed to maintaining and enhancing a workplace culture that values equality, diversity, and inclusion across all levels of the organisation.

We regularly review our policies and practices to identify opportunities for improvement, including:

- Fair and transparent recruitment practices to ensure we attract and retain the best individuals for each role, regardless of gender.
- Family-friendly policies and benefits that support employees with family and caring responsibilities, including paid maternity and paternity leave.
- Offering progression opportunities within the Company to all employees.
- Continued focus on diversity, inclusion, and equality, ensuring that Pat O'Donnell & Co. remains a welcoming and supportive workplace for all.
- Strengthening partnerships with the education sector and local communities to promote greater awareness of the Heavy Construction Equipment and Machinery industry as an attractive and rewarding career path for all.

While it can still be difficult to attract women to roles in construction and heavy machinery, we're committed to creating a more inclusive environment and encouraging more women to join us as we work towards a better gender balance in the future.