



Sulzer Pumps Solutions Ireland Ltd Gender Pay Gap

The leadership team in the SPIRL is pleased to note that the first gender pay gap report has been completed.

Sulzer's values are **Operational Excellence**, **Customer Partnership** and **Committed People**. Our culture is to value the success and contribution of all of our people and to build on their strengths and diversity. We are passionate in ensuring that these values are upheld, and we are proud to be leading companies that have incredibly talented people – both men and women – at all levels.

Brendan Sinnott
Head of Sulzer Pump Solutions Ireland Ltd

Rebecca O'Rourke
HR Business Partner

Sulzer Pumps Solutions Ireland Ltd Gender Pay Gap Reporting 2022

Difference in mean pay	12.99%	Difference in mean bonus pay	73.91%
Difference in median pay	11.04%	Difference in median bonus pay	80.83%
Proportion of men / women who received bonus pay in the relevant period	Men 7.6% Women 8.7%		
Number of men / women in the quartile pay bands: Upper, Upper Middle, Lower Middle, Lower		Women	Men
	U	7.04%	92.96%
	UM	11.27%	88.73%
	LM	18.31%	81.69%
	L	28.17%	71.83%

Introduction

From June 2022, the Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics.

The gender pay gap is the difference in the average hourly wage of men and women across a workforce – it compares the pay of all working men and all working women; not just those in same jobs, with the same working patterns or the same competencies, qualifications or experience. It does not indicate discrimination or bias, or even an absence of equal pay for equal value work – but it does report a gender representation gap and will capture whether women are equally represented across the organisation.

The national gender pay gap in Ireland, is estimated to be 11.3% according to Eurostat figures (2019) compared to an EU average of 13%. A gender pay gap figure is a point in time, the culmination of a variety of decisions and choices made by individuals, organisations and society over many years. The value of gender pay gap reporting is what actions will be taken to tackle the causes and influence change in the outcome. The gender pay gap figure is seen as a starting point rather than a destination, and an opportunity to create a more equitable workplace for all.

This is the report for the snapshot date of 26th June 2022 and is the first report produced for the Company. All persons employed by the employer on the snapshot date, including employees not rostered to work on that date and employees on leave. It should be noted that the reported statistics only look at the gap between men's pay and women's pay in general and do not look at the actual jobs that they do.

Mean and Median Gender Pay Gap

The Gender Pay Gap calculates the percentage difference between the average earnings of males and females irrespective of their role, using the following measures:

MEAN GENDER PAY GAP
This shows the % difference between the average hourly rate of pay for males and average hourly rate of pay for females
$\frac{(\text{average male hourly rate}) - (\text{average female hourly rate})}{\text{average male hourly rate}} \times 100$
MEDIAN GENDER PAY GAP
This shows the % difference between the median hourly rate of pay for males and median hourly rate of pay for females
$\frac{(\text{median of male hourly rates}) - (\text{median of female hourly rates})}{\text{median of male hourly rates}} \times 100$

The **mean** is the average. It is calculated by getting the difference between the average hourly rate of pay for males and the average hourly rate of pay for females (male hourly rate minus female hourly rate), expressed as a percentage of the male hourly rate. If this figure is negative, the average hourly rate of females is higher than the average hourly rate of males on the snapshot date. If this figure is positive, the average hourly rate of males is higher than the average hourly rate of females on the snapshot date

The **median** is the figure that falls in the middle of a range where the salary of all relevant employees is listed, from the lowest to the highest. This can provide a more accurate representation of the 'typical' differences in pay.

It is useful to look at both the mean and median figures, as each one can tell us something different about the underlying factors affecting the pay gap.

For example, a small number of higher paid employees can impact the mean figure and if this is the case, the median figure may be more representative of difference between what a male and a female is paid.

Assessment of gender pay gap calculations

Our **median** pay gap is 11.04% which is higher than national average. The types of roles employed in our business are largely skilled production, technical, product design and engineering roles. These roles are predominantly held by men and typically offer a greater ability to earn additional allowances such as shift premiums, which are included in pay comparisons under the

prescribed calculation methodology. All of these pay elements will impact our gender pay gap. Many of our managerial roles are also held by men as most of these roles also require significant technical, engineering or production experience. Again, this means that the majority of people available with those skill sets in the current Irish employment market will be men. However, as is again reflective of the wider Irish workforce, most of our administrative roles are held by women and these roles tend to fall within the lower pay quartile, therefore reflecting the larger percentage of women in that quartile.

This split in the types of roles undertaken by men and women also influences our gender pay gap. Having analysed both the data itself and the reward structure within our business, we remain clear that the gender pay gap that exists within the business is as a result of the different roles performed by men and women rather than as a result of paying different rates for the same role.

Our **mean** pay gap is 12.99%. The median pay rather than mean pay is a more accurate reflection of any gender pay gap, as mean pay can be unduly skewed by high or low earnings.

Reward principles at Sulzer Pumps Solutions Ireland Ltd

Sulzer Pumps Solutions Ireland Ltd remains committed to the principle of equal opportunities and equal treatment for all employees, regardless of Gender, Civil status, Family status, Sexual orientation, Religion, Age, Disability, Race, being a member of the traveller community. This commitment extends to our reward and remuneration processes and the Company has a policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic as set out above).

In determining reward for our staff, we balance a number of factors, including the general economic climate, company performance, and the external market for the types of roles that we offer. Whilst for some employee areas there is also a consideration of individual performance in their reward profile, in many areas we have set rates for roles and internal grading structures. In addition, we carry out pay and benefit audits on a regular basis.

We also operate a Mercer grading system at SPIRL which allows us to objectively and independently evaluate roles to determine pay levels, removing the potential for subjectivity and bias.

We consider reward from a total remuneration perspective and believe that we offer a market competitive benefits package to all of our employees.

Closing the gap

We continue to be committed to reviewing our gender pay gap and to reducing it where we can. We work hard to attract and retain women within our business. Our new Sulzer Learning Pathways platform, introduced in 2022 gives all employees the opportunity to direct their own learning and development within the business. We also introduced this year a new flexible and hybrid working arrangements which we believe will make the Company more attractive and are part of our move towards more modern ways of working. We continue to support gender equality through fair and transparent recruitment practices, flexible working, Learning and Development, Health and wellbeing and dignity at work policies.