



Armstrong Timber Engineering

Gender Pay Gap Report 2025

Armstrong Timber Engineering Ltd, Kish Business Park, Clogga Road, Arklow, Y14 FX01

1. Background

This report was completed under the requirements of the Gender Pay Gap Information Act 2021.

The Gender Pay Gap is the difference on average hourly wage of men and women across a workforce and examines gender parity across an organisation. It should not be confused with equal pay which deals with the pay differences between people of different genders who carry out the same jobs, similar jobs or work of equal value.

2. Armstrong Timber Engineering Ltd (ATE)

The snapshot date selected for this report is 29th June 2025.

The reporting period for this report is therefore 30th June 2024 to 29th June 2025 inclusive.

The report outlines any gender differences between the mean and median hourly rates of pay, bonus pay and benefits in kind within the company and the representation of males and females within each pay quartile. The differences are also broken down for part time, temporary and salaried employees.

3. Profile of Employees

ATE has no employees identifying as non-binary within the reference period.

The headcount for the reference period is broken down as follows;

- 101 Males (90.2%)
- 11 Females (9.8%)
- 112 Total Headcount (100%)

- There were 107 full time employees, of which 100 were male and 7 were female
- There were 5 part time employees, all 5 of whom were female.
- There were 2 temporary contracts, both of which were male.

4. Data Collection

Data was collected by the HR and Finance departments from our HR and payroll IT systems in line with Data Protection requirements, thus data used for producing the report was only accessible to those who would normally have access as part of their normal employment duties.

All data provided in this report has been combined to prevent individual employees being identified.

5. Data Processing

For each person employed the following calculations were made

- Total ordinary pay
- Total bonus pay
- Total benefits in kind received
- Total number of hours worked
- Their hourly remuneration ((Ordinary pay + bonus pay)/hours worked)

Additional calculations were then made in line with the requirement of the Act and as per the guidance available on www.gov.ie/genderpaygap

6. Results

6.1. Quartiles

All male and female employees were organised into quartiles based on the calculated hourly remuneration. The proportion of male and female employees in each quartile is indicated below.

QUARTILE	TOTAL #	# MALES	% MALES	#FEMALES	%FEMALES
UPPER	28	21	75.0	7	25.0
UPPER MIDDLE	28	27	96.4	1	3.6
LOWER MIDDLE	28	28	100.0	0	0.0
LOWER	28	25	89.3	3	10.7

6.2. Mean Hourly Gender Pay Gap

The mean hourly remuneration for male and female employees was calculated.

The mean pay gap for women in ATE is -21.3%.

The mean pay gap for part-time female employees is -77.2%

As there are no female employees on temporary contracts the mean pay gap could not be calculated for this cohort.

6.3. Median Hourly Pay Gap

The median hourly remuneration for male and female employees was calculated.

The median pay gap for women in ATE is -49.7%.

The median pay gap for part-time female employees is -114.1%

As there are no female employees on temporary contracts the mean pay gap could not be calculated for this cohort.

6.4. Bonus Payments, and the Mean and Median Pay Gap

84.2% of male employees and 72.7% of female employees received a bonus payment

The mean gap for women in terms of bonus payments in ATE is -12.4%.

The median gap for women in terms of bonus payments in ATE is -50.3%.

6.5. Benefits In Kind

2.97% of male employees and 0.00% female employees received benefits in kind.

7.0 Conclusions

83 of the total headcount are male general operatives working in the production areas, paid on a weekly basis at an hourly rate, with a weekly bonus. ATE's figures

are skewed by the vast overrepresentation of males amongst the workforce generally.

Salaried employees are paid monthly with an annual bonus. 10 of the 28 employees in this category are female. Salaried employees have a generally higher rate of pay, and females are reasonably well represented in this cohort at 35%. When we calculate the pay gap for this cohort of employees;

- The mean pay gap for salaried females is 32.1%
- The median pay gap for salaried females is 0.2%
- The mean bonus pay gap for salaried females is 56.1%
- The median bonus pay gap for salaried females is 11.2%

Of the 5 directors, one is female, and of the 7 holding senior management positions 2 are female.

8.0 Recommendations

Armstrong Timber Engineering is committed to supporting a gender balance across our workforce through measures within our control. Ways in which we could address any imbalances include;

- Encouraging female operatives as part of our production team. Planned upgrades to welfare facilities in production areas will include the provision of additional private areas for female employees.
- Inclusion of more females at senior management level.
- Promote equality, diversity and inclusion across the workplace
- Review our recruitment policies and procedures to promote and encourage diversity
- Encourage all employees to learn and grow with the company including internal opportunities for progression and development.
- Further review of our production pay and grade structure