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# GENDER PAY GAP REPORT 2024



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# Foreword

“People are the heart of our business”

Kyte Powertech Ltd was a wholly owned Irish business operating as a standalone manufacturer of distribution transformers for the period of this report. Kyte lives by its values of Energy Expertise, Responsive Ingenuity, Powerful Connections and Customers at our Core.

We thrive in our diverse workforce, enriched with 26 different nationalities. Our commitment is to consistently provide customer value and satisfaction in product and service through world-class leadership, continual improvement, employee development, social responsibility, and leading energy efficiency, while protecting the environment, health and safety of employees and reducing our carbon footprint.

People are the heart of our business. Continuously improving the experience of people at work supports us to grow and progress. The challenges Kyte Powertech faces with regards to Gender Pay Gap are quite remarkable. We are operating in an Industry where there is difficulty in attracting women and where our long service provides a legacy of a male dominant environment since 1977.

The generation of this, our third Gender Pay Gap report, represents a marker from which we can create further improvement. This is an opportunity for our company to review what works, where the obstacles or challenges are, and what actions we may need to make to overcome them.

# Reporting Gender Pay Gap -an overview

The Gender Pay Gap Information Act 2021 was signed into law on 13th July 2021 and has placed reporting and publication obligations on both private and public sector employers.

Kyte Powertech as an organisation with more than 250 employees is required to report in December 2024 on our gender pay gap for the third time. This report is published on our website.

Kyte must report on different measures, based on a snapshot of pay data chosen in June 2024. The reporting period is the 12-months period immediately preceding the snapshot date.

Within this report where any pay gaps are identified, we will set out the reasons and the measures being taken, or proposed to be taken, to potentially eliminate or reduce any such pay gaps.

## Reporting Requirements

**Bonus proportions** – the proportions of male and female relevant employees who received bonus remuneration during the relevant period

**Benefit in kind proportion** – the proportion of male and female relevant employees who received benefit in kind during the relevant period

**Quartile pay bands** – the respective percentages of all employees, male and female, who fall within the lower, lower middle, upper middle and upper quartiles respectively.

**Mean gender pay gap** – the difference between the mean hourly remuneration of relevant employees, male and female employees and that of part-time employees and of temporary contract employees.

**Median gender pay gap** – the difference between the median hourly remuneration of relevant employees of male and female gender (of part-time employees and of temporary contract employees)

**Mean bonus gap** – the difference between the mean bonus remuneration of relevant employees of the male and female gender.

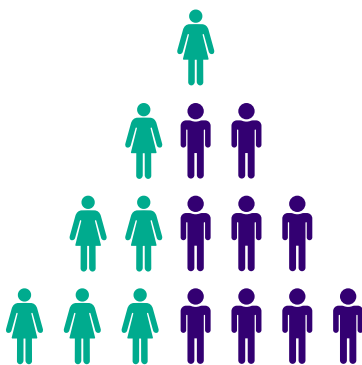
**Median bonus gap** – the difference between the median bonus remuneration of relevant employees of the male and female gender

# What is the Gender Pay Gap?

The gender pay gap can be easily confused with equal pay, which is a legal requirement that men and women are paid equally for similar work, but the Gender Pay Gap is significantly different.

## The Gender Pay Gap

Is not unequal pay – it is the difference in the average hourly wage of men and women across a workforce. It compares the pay of all working men and women; not just those in similar jobs, or with similar working patterns or with similar competencies, qualification, or experience.

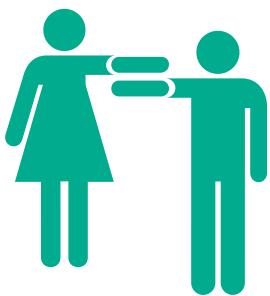


The gender pay gap is calculated by taking all employees across an organisation, regardless of role, shift, competence or experience and comparing the average pay between men and women. Reporting annually is an important way to track how recruitment, reward, and progression decisions impact the achievement of a diverse, inclusive workforce.

## Not to be confused with

### Equal Pay

Is paying the same to all employees for undertaking the same or similar work.



The principle of equal pay does not mean that all workers must be paid equally. It means that any pay differences must be based on objective criteria, not related to gender.

Equal pay looks at the difference in men and women's pay for the same or similar work.

In Kyte Powertech, we review pay to ensure that there is consistency of remuneration between roles and employees within roles, in this regard, we believe we are an equal and fair employer. We believe that, at Kyte Powertech, we do not have an issue in terms of pay equality, but the relatively low number of women in certain aspects of our business and applying to work in our sector, overall is a challenge.

# Gender Pay Gap Data

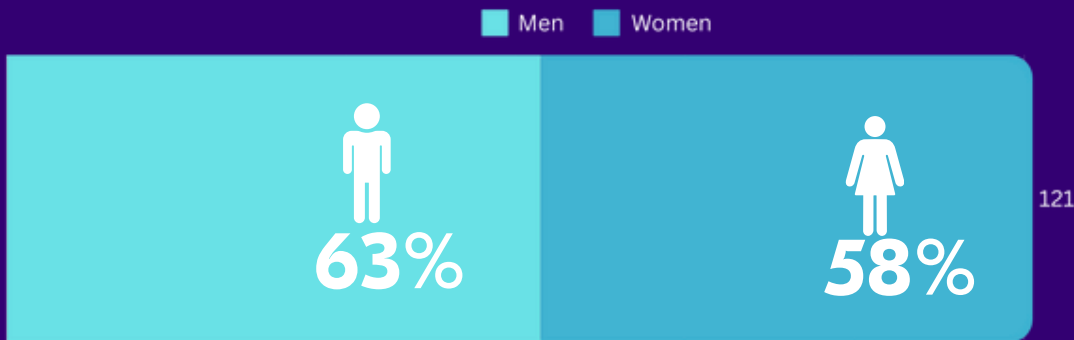
The reference point for data included in this year's report is **2nd June 2024**.

## Bonus Payments

The Figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information Act 2021) Regulation 2017.

## Proportion of females and males receiving a bonus payment

In 2024, **63% of men** and **58% of women** received a bonus in our company.



The bonus gap is the difference between the bonus paid to male employees and the bonus paid to female employees. Only relevant employees who received a bonus are included in the calculation.

## Mean Bonus Gap

	Pay Gap
Mean Bonus Remuneration Gap	38.47%

## Median Bonus Gap

	Pay Gap
Median Bonus Remuneration Gap	1.54%

The average and median of bonuses paid to men is for the first time higher than the average of bonuses paid to women in this report.

# Benefit in Kind

## Proportion of females and males receiving benefit in kind

The benefit in kind gap is the difference between the benefit in kind received by male employees and the benefit in kind received by female employees. This remains largely unchanged as of last year and reflects the large number of females in staff eligible for such benefits.



## Mean Gender Pay Gap

The mean gender pay gap is the difference between women’s mean hourly wage and men’s mean hourly wage. The mean hourly wage is the average hourly wage across the entire organisation.

To calculate the average pay gap, we add up all the hourly remuneration received by men, divided by the number of men in our company. Then we repeat these calculations for women. The difference between these numbers is the mean gender pay gap.

### The difference in our mean pay for female and male

	Pay Gap 2024
Mean Hourly Remuneration Permanent Employees	8.29%
Mean Hourly Remuneration Part-Time Employees	34.27%
Mean Hourly Remuneration Temporary Employees	1.25%

The mean gender pay gap throughout the entire organisation is relatively small & even more negligible when we look at temporary employees.

A more pronounced gap appears when we consider Part-Time workers. Part-time workers at Kyte largely fall into two distinct categories, Job-Sharing employees, and Weekend Workers. Job sharers operate on 'Day' or 'Rotational' shift Monday to Friday. Weekend workers work only weekends, slightly more than half a week, on rotation shift including nights, with 12-hour shifts. Therefore, weekend workers earn a higher shift premium. 100% of Job-sharers are female and 100% of weekend workers are male. We do not attract female candidates for weekend work. Both males and females who carry out the same roles on a part-time or full-time basis receive equal base pay.

## Median Gender Pay Gap

The median gender pay gap is the difference between women's median hourly wage (the middle-paid woman) and men's median hourly wage (the middle-paid man). The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle.

To calculate the median gender pay gap, we first evaluate all of our employees by their hourly remuneration. Then we compare what a female in the middle of the female pay range received with what a male in the middle of the male pay range received.

**The difference between these figures is the median gender pay gap.**

	Pay Gap 2024
Median Hourly Remuneration Permanent Employees	5.89%
Median Hourly Remuneration Part-Time Employees	23.28%
Median Hourly Remuneration Temporary Employees	-10.62%

The pay gap is largely driven by significantly lower female participation in craft and engineering and skilled metal work roles which are dominant at Kyte. Collective bargaining FY23-FY25 saw welding skill awarded a higher rate of pay. This brought an entirely male population of workers to a higher level due to the skills and competence they carry. We have no applicants from females for these welding positions.

Part-time employees at Kyte are low in number and refer to Job Sharing employees and Weekend workers. Job sharers to date are exclusively female and weekend workers are exclusively male. Weekend working is only available on machines that hold a higher grade of work and due to being weekend work, receive a higher shift premium. Job sharer earnings were affected by high absenteeism in this category during the reporting period.

Data set for temporary employees' analysis is too small to provide commentary. (In 2024 1 male and 6 females)



# The Quartiles – Gender Distribution by Quartile

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

The Kyte Powertech gender pay gap data was collected on the snapshot date. At this time there were 482 employees within our workforce: 92 women (19%) and 390 men (81%).

The proportion of male and female employees are split into quartile bands based on their hourly pay. The banding illustrates that there is gender pay gap in the upper quartile and upper middle quartile, a result of the large number of skilled workers. Welders, electrician, and engineering employed by Kyte Powertech – all male dominated professions.

## Our pay quartiles by number of people in each quartile 2024:

	Lower	Lower Middle	Upper Middle	Upper
Males	69%	78%	85%	88%
Females	31%	22%	15%	12%

## Our pay quartiles by percentage of gender in each quartile:

	Lower	Lower Middle	Upper Middle	Upper
% of Males	22%	24%	27%	27%
% of Females	39%	28%	18%	15%

Lower Middle (2)  
24%

Upper (4)  
27%

Lower (1)  
22%

Upper Middle (3)  
27%

Lower Middle (2)  
27%

Upper (4)  
16%

Upper Middle (3)  
17%

Lower (1)  
40%

# Our Gender Pay Gap

We can see from the above table that males are relatively evenly distributed throughout each of the quartiles.

The percentage of female workers featuring in the lower quartile is disproportionate. Kyte is a heavy industrial manufacturer. Many of our more skilled grades are in crafts, metal welding and metal forming. Craft workers and Welders are our highest hourly pay grade due to the skill and required training prior to employment. However, there is zero female representation in these groups. Also, clerical roles within the company are typically female dominated whilst in more senior roles we see long serving engineers and supervisory staff, traditionally from a male background.

Appointments were made in supervisory roles and engineering roles during the period of reporting. However, it remains less females are attracted to craft vacancies, welding vacancies and engineering in an industrial environment.

# Closing the Gender Pay Gap

We are committed to encouraging the next generation of talent, particularly females, to pursue a career in manufacturing and engineering. Development and training receive additional focus in this regard. We will also do all that we can to retain and advance our skilled existing female employees.

As an employer, Kyte Powertech, we are positive about diversity and inclusion, and we are trying to tackle the gender balance in a sector where there are not as many females graduating in engineering and technology as young males and many of those that do graduate, choose not to pursue their career in industrial manufacturing.

The Kyte Powertech has clear remuneration grades in place for more than 80% of roles. This ensures that everyone receives fair remuneration for performing the same or similar role.

In 2023 we undertook externally benchmarking to ensure our compensation is equitable in the market, internally and in preparation for further transparency. We believe we are an equal organisation and look forward to embracing further measures to close any gender related issues.



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