



**Ireland West
Airport**



GENDER PAY GAP REPORT 2024

IWA Gender Pay Report 2024

Understanding the Gender Pay Report

Why do we have this report?

The Gender Pay Gap Information Act, 2021 requires companies, who have more than 150 employees, to report on their gender pay gap and to publish the data, within six months of a snapshot date, in a manner that is accessible to employees and the public.

This is the first Gender Pay Gap Report for IWA.

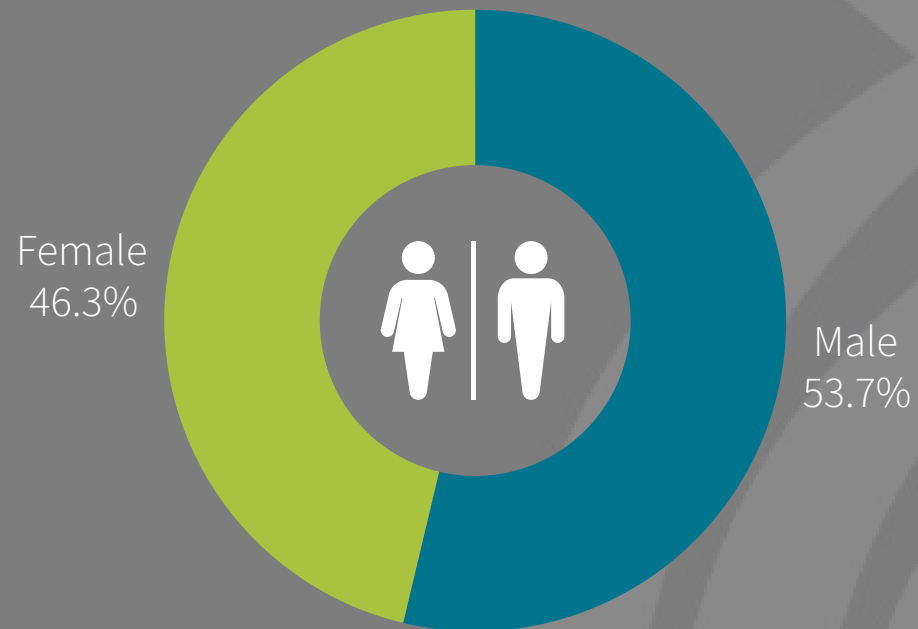
The data was collated on the 6th June 2024 (snapshot date), and includes all employees employed on that date, based on their remuneration for the 12 month period preceding the snapshot date.

Our staff profile

The number of employees as at 6th June 2024 was 188 (101 males and 87 females).

What is the Gender Pay Gap?

The gender pay gap is not the same as equal pay. Equal pay is about ensuring men and women in similar roles are paid the same amount, in line with their skills and experience. The Gender Pay Gap compares the average pay for all men with the average pay for all women.



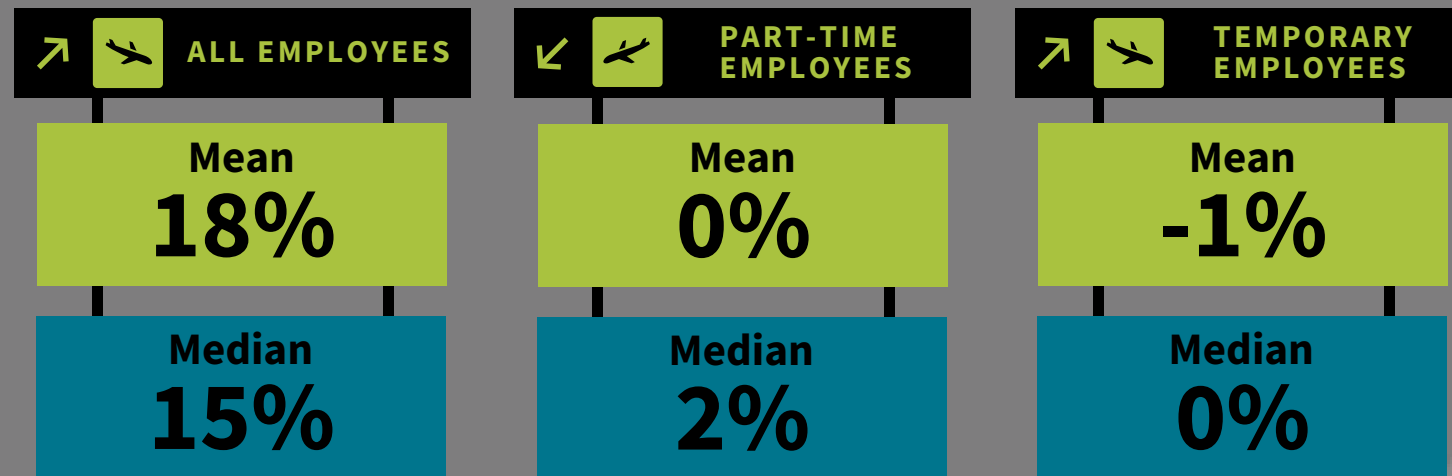
Our Gender Pay Gap Data

Mean Gender Pay Gap

The mean gender pay gap in IWA is 18%. This means that when you take all employees, the average pay for male employees is 18% more than the average pay for female employees.

Median Gender Pay Gap

The median gender pay gap is 15%. This means that if we list the pay for all male employees and the pay for all female employees and compare the middle point of each (that is the median), the middle value of the male rate will be 15% higher than the middle value of the female rate.



Bonus Pay Gap

IWA do not have a bonus scheme in place.

Benefit in Kind

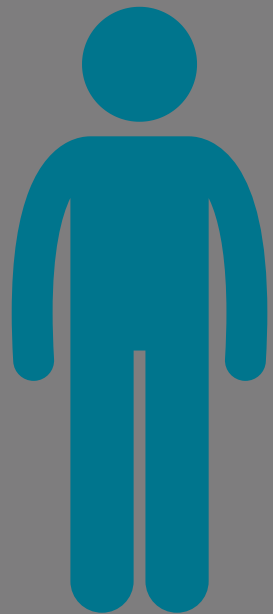
IWA do not offer non cash benefits to staff.



Four Pay Band Quartiles

What are Pay Quartiles?

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



UPPER QUARTILE

68%

32%

UPPER MIDDLE QUARTILE

67%

33%

LOWER MIDDLE QUARTILE

42%

58%

LOWER QUARTILE

36%

64%



Understanding the Data

Why do we know from this report?

IWA has, overall, a good balance between male and female employees. IWA has a pay scale and structure for operational roles, so staff, regardless of gender, are paid the same rate for the role and contribution.

The data shows there is a minimal gender pay gap between males and females in part time or temporary employment. The gender pay gap reflects that there are more men than women holding more senior jobs in the company. Furthermore, certain roles which command higher pay are male dominant.

What's next?

At IWA we are committed to attracting, retaining and developing all staff. We have identified measures we can take to address the gap going forward.

Next year we will:

- ▶ Explore opportunities to improve female participation in roles where the % of female participation is low.
- ▶ Undertake leadership training to support the development of talent at supervisor level.
- ▶ Provide training to ensure our recruitment process is free of bias.

