



QUINN DOWNES

GENDER PAY GAP REPORT 2025



Foreword

At Quinn Downes Group, we are committed to fostering a diverse, inclusive, and equitable workplace. Our people are central to our success, and we believe that a balanced workforce enhances innovation, collaboration, and performance. This report reflects our ongoing efforts to understand and address the gender pay gap within our organisation.

Introduction

This is our first Gender Pay Gap Report under the Gender Pay Gap Information Act 2021. The reporting period covers 1st July 2024 to 30th June 2025. The report outlines our gender representation, pay gap metrics, and the actions we are taking to close the gap.

While the construction and engineering sectors have historically faced challenges in achieving gender balance, we are committed to being part of the change. Our goal is to create an environment where everyone, regardless of gender, has equal opportunity to thrive.

Our Business

Quinn Downes Group specialises in mechanical engineering services, including quality installation, commissioning and aftercare services. We currently operate across Ireland, delivering high-quality solutions to clients in commercial, healthcare, data centre, education, and industrial sectors.

Understanding the Gender Pay Gap

The gender pay gap is the difference in average hourly earnings between men and women across the organisation. It is distinct from equal pay, which ensures that individuals performing the same role receive the same compensation.

On 30th June 2025, Quinn Downes Group comprised of the following employee breakdown:

- **Male Employees:** 88.3%
- **Female Employees:** 11.7%

Women make up only 9.1% of the construction industry workforce in Ireland. In Quinn Downes Group we are slightly above average at 11.7%, however, as a business and an industry as a whole, we have more to do to increase female representation.

Hourly Pay Quartiles by Gender

Quartile	% Male	% Female
Lower	77.2%	22.8%
Lower-Middle	82.3%	17.7%
Upper-Middle	100%	0%
Upper	94.1%	5.9%

Gender Pay Gap Metrics

Metric	Value
Mean hourly pay gap (all employees)	20.5%
Median hourly pay gap (all employees)	35.3%
Mean bonus pay gap	57.7%
Median bonus pay gap	58.8%
Mean hourly pay gap (part-time)	-57.6%
Median hourly pay gap (part-time)	-57.6%
Mean hourly pay gap (temporary)	0% *no temp employees
Mean hourly pay gap (temporary)	0% *no temp employees



Bonus & Benefit-in-Kind Eligibility

Category	% Male	% Female
Received Bonus	40.5%	75%
Received Benefit-in-Kind	12.4%	13%

Commentary

Similarly to many construction companies, our gender pay gap is primarily driven by the difficulty in attracting women to the construction industry. The industry has historically been male dominated, resulting in fewer woman, especially in senior level positions.

Bonus and benefits eligibility are consistently applied to employees in the organisation. However, the gaps portrayed in this report are driven by the significantly higher representation of men throughout the organisation. In addition, we have more men in the upper middle and upper quartiles, which have access to more enhanced benefits options.



Actions to Address the Gender Pay Gap

We recognise that meaningful change requires sustained effort. Our initiatives include:

- Providing development and support opportunities at all career stages.
- Support for female apprentices and graduates.
- We pride ourselves on being an Equal Opportunities Employer. Ensuring recruitment processes remain fair and equitable, leading to the hiring of the best person for the job.
- Improve our links with colleges and universities, providing student placements and internships.
- Continue to improve our performance management processes, ensuring clarity of opportunity for progression.
- Annual reviews to ensure equity.
- Governance of remuneration packages by the Senior Management Team, ensuring fairness across the board.

Looking Ahead

This is our first year of reporting on our Gender Pay Gap, and having the statistics in place gives us tangibles targets to work on improving. We are committed to continuous improvement and will build on this year on year. Our focus remains on increasing female representation, especially in technical and leadership roles, and ensuring that Quinn Downes Group is a place where everyone can succeed.

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