

Egis Lagan Services Ltd

Gender Pay Gap Report 2025

Egis Lagan Services

Who we are

Egis Lagan Services was established in 2013 to undertake motorway maintenance and renewals work on the Irish motorway network on behalf of Transport Infrastructure Ireland (formerly the National Roads Authority). Our responsibility extends over 330km of mainline carriageway across designated sections of the M7, M8, M9 motorways and the N25/N40 road network in the Cork City environs.

What we do

Egis Lagan Services are responsible for all operation and maintenance activities on the relevant sections of the primary motorway network. Key activities include winter maintenance, emergency and incident response, inspections and patrolling, defect remedial works, traffic management and stakeholder liaison.

Who is included?

All persons employed by Egis Lagan Services Ltd on the snapshot date 31st May 2025, including employees not rostered to work on that date and employees on leave.

The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland and requires organisations to report on their hourly gender pay gap. Organisations with over 50 employees are required to report by selecting a “snapshot” date in the month of May to base their reporting. The snapshot date chosen was 31st May 2025. A headcount of all employees on this date was carried out, and the gender pay information was calculated based on those employees' remuneration between 1st June 2024 and 31st May 2025.

What do we mean by the gender pay gap?

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics.

Key Results Summary

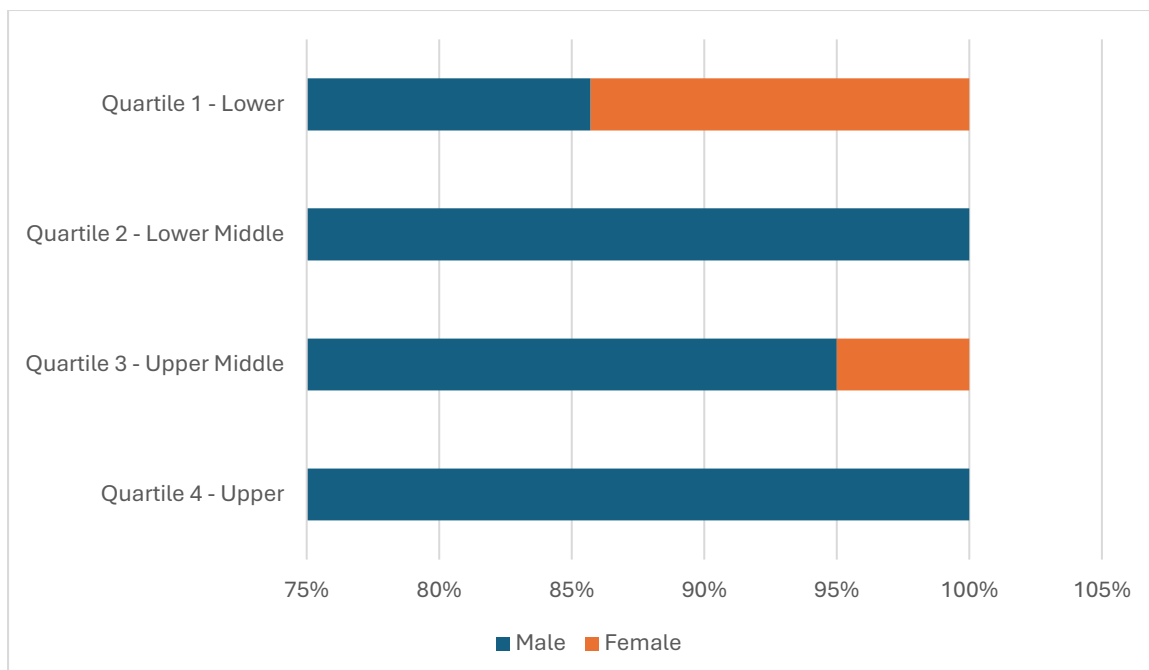
Workforce Profile

Gender	Permanent	Temporary (Seasonal)	Part Time	Total Employees
Female	3.71%	0.00%	1.23%	4.94%
Male	93.83%	1.23%	0.00%	95.06%
Total	97.54%	1.23%	1.23%	100.00%

Gender	Permanent	Temporary (Seasonal)	Part Time	Total Employees
Female	3	0	1	4
Male	76	1	0	77
Total	79	1	1	81

Quartile Pay Bands

	Quartile 1 - Lower	Quartile 2 – Lower Middle	Quartile 3 – Upper Middle	Quartile 4 - Upper
Male	86%	100%	95%	100%
Female	14%	0%	5%	0



The gender balance within the business continues to be influenced by role type. Generally, males are more likely to have been employed in operational roles, while females have been primarily employed in office-based roles.

Remuneration Gender Pay Gap

Category	Percentage
Mean Hourly Remuneration	28.2%
Median Hourly Remuneration	22.05%

Category	
Mean Male Hourly Remuneration	23.23
Mean Female Hourly Remuneration	16.68

Category	
Median Male Hourly Remuneration	21.45
Median Female Hourly Remuneration	16.72

Bonus Gender Pay Gap

Bonus pay is not applicable for any employees within the organisation. As a result, there is no bonus pay data to report for either male or female employees.

Benefit in Kind (BIK)

Category	Percentage
Proportion of Males paying BIK	9.09%
Proportion of Females paying BIK	0.00%

The 0% of female employees paying BIK reflects that their roles are primarily office-based and do not typically require work-related travel. The 9.09% of males paying BIK are in receipt of company vehicles, linked to managerial positions.

Analysis of the Findings

Diversity and inclusion are important to Egis Lagan Services, however, we do recognise that the nature of the work we do has historically attracted males, which is reflected in the gender pay gap report. While we have been successful in attracting female applicants for positions within our support functions, the number of women who have applied for operational and management roles is relatively low and reflects broader industry trends. This in turn is reflected in higher pay reported here for male employees. The gap therefore reflects role distribution rather than unequal pay for equivalent work.

Key Actions

At Egis Lagan Services, we are committed to supporting, retaining, and progressing the careers for women who work with us. We will continue to work proactively to attract more women into our organisation through the initiatives outlined below:

Fair and transparent recruitment practices

Egis Lagan Services is an equal opportunity employer, and we appoint individuals on the basis of their suitability and future potential for the job. Our recruitment and selection processes are open, transparent, and designed to ensure genuine equality of opportunity.

Work–Life Balance

We provide a broad range of leave options accessible to all employees, including paid maternity and paternity leave. An extra day's annual leave is awarded after three years of service.

Learning and Development

Egis Lagan Services is committed to supporting ongoing learning and development to ensure every employee has the opportunity to reach their full potential. Particular attention is given to equal opportunities for men and women in professional career development.

Health and Wellbeing

Employee health and wellbeing are central to our values, and maintaining a healthy work–life balance is a priority for Egis Lagan Services. We provide wellbeing supports, including an Employee Assistance Programme and health screenings.

Dignity at Work

Egis Lagan Services is committed to implementing and promoting measures to protect the dignity of employees and to encourage respect for others at work. This is achieved through many initiatives and also by welcoming diversity and promoting employment equality.

Equality, Diversity and Inclusion

Egis Lagan Services is committed to policies and practices that provide equality of opportunity for all, protect the dignity of employees and promote respect for others at work. The Company is committed to actively working to attract, develop, and retain a diverse and inclusive workforce.

Egis Lagan Services Values

Egis Lagan Services culture is based on the following values:

- Staff are the cornerstone of our business – we are a 'people first' company
- Commitment to 'safe home every day'
- Creating a culture of courtesy and respect for all
- Professionalism and integrity in the delivery of our service
- Continuous improvement in our performance through on-going learning and development – we are a creative company

- Sustainable relationships with all those we work with to create best value through teamwork and innovation
- A responsible company – responsible to our clients and acting on behalf of the plant, its people and their environments.