

The Gender Pay Gap report

2024



The Gender Pay Gap

According to The Gender Pay Gap Information Act 2021, AMCS Ltd. Ireland is required to report on its gender pay gap across several metrics. This is the second year a gender pay gap report has been required for AMCS Ireland specifically.

The Gender Pay Gap measures the difference between male and females' average earnings across an organisation. It is common for a gender pay gap to exist, it is typically caused by having more men in more senior, and therefore more highly compensated, positions.

Equal pay is about ensuring that males and females receive the same pay for equivalent work (i.e., carrying out the same jobs).

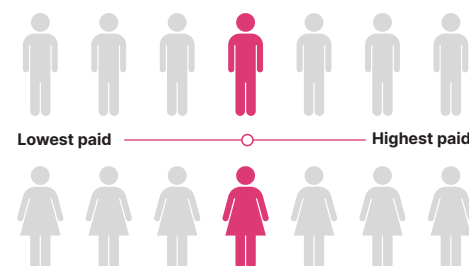
Understanding the metrics

Median gender pay gap

The median gender pay gap is calculated by finding the exact middle point between the lowest-paid and highest-paid male and the lowest-paid and highest-paid female and finding the difference between the two figures.

Mean gender pay gap

The mean gender pay gap is the difference between the average hourly earnings of males and females.

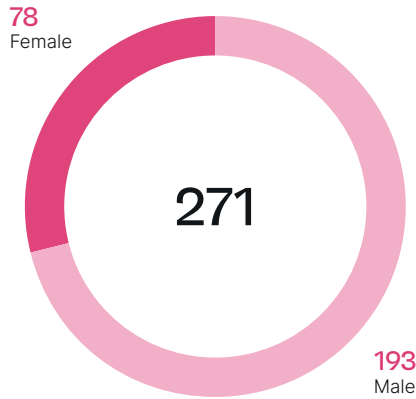


Quartile pay bands

Pay quartiles are calculated by organising all employees in an organisation into four even groups according to their level of pay, from the lowest to the highest paid.

AMCS metrics

Snapshot as of June 2023



6%

Median gender pay gap

8.6%

Mean gender pay gap

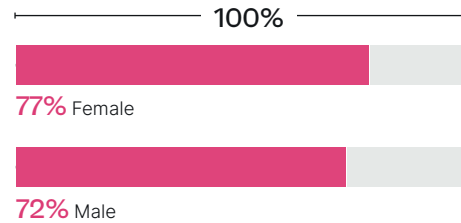
-7.9%

Median bonus pay gap

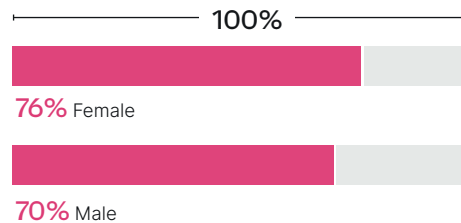
23.3%

Mean bonus pay gap

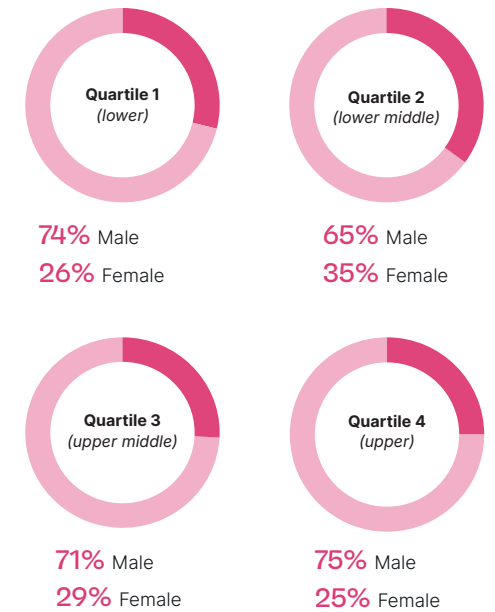
The percentage of employees who received a bonus.



The percentage of employees who received benefit in kind.



Representation by pay quartile



AMCS metrics explained

AMCS Group is proud to be an equal opportunity employer where men and women are paid equitably for the same roles and the work they perform, factoring in qualification, experience, performance, and tenure.

We are pleased to report an improvement in the median pay gap and mean pay gap versus last year, with a slight decrease downward on both results.

There was a notable increase in our median bonus pay gap versus last year. A negative median bonus pay gap occurs when the median bonus amount received by female employees is higher than that received by male employees. In our organisation, this trend can primarily be attributed to the composition of our workforce and the distribution of roles within it.

We have a smaller proportion of female employees in our workforce, but it's important to note that a significant number of them hold senior or leadership roles. These positions typically involve greater responsibility and are more likely

to receive higher bonus payouts due to their contributions to the business's success.

The results of our Gender Pay Gap Report do highlight that men and women are not equally represented at all levels of our organisation. It is widely recognised that women are under-represented when it comes to STEM qualifications and experience, this impacts our ability recruit and ensure the level of gender equality that we aspire to. Our workforce is made up of 71% male employees and 29 % female employees, therefore the primary reason behind the marginal median gap of 6%, is differences in gender representation across all levels and roles.

We do not have a material number of employees working on a part-time basis to include this category in our analysis.

AMCS remains committed to advance gender equity and create an environment where women have the same opportunities for growth and success as their male colleagues



