

GENDER PAY GAP IRELAND REPORT 2023



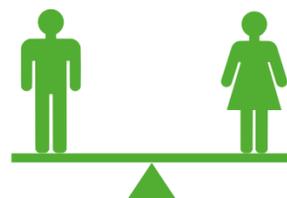
What is a gender pay gap?

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 first time a gender pay gap report has been required for AMCS Ireland specifically.

The Gender Pay Gap measures the difference between male and female 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.

The gender pay gap is different from equal pay

Equal pay compares the pay of men and women performing the same job or work of equal value.



Terminology explained

What is a median gender pay gap?

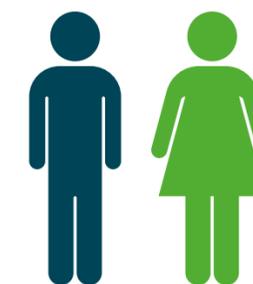
The median gender pay gap is calculated by finding the exact middle point between the lowest-paid and highest-paid male and the lowest-paid and highest-paid female and finding the difference between the two figures.

What is a mean gender pay gap?

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

Quartile pay bands

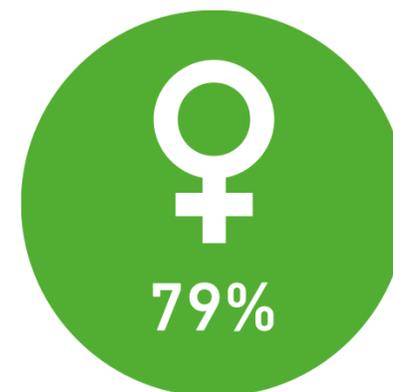
Pay quartiles are calculated by organising all employees in an organisation into four even groups according to their level of pay, from the lowest to the highest paid.



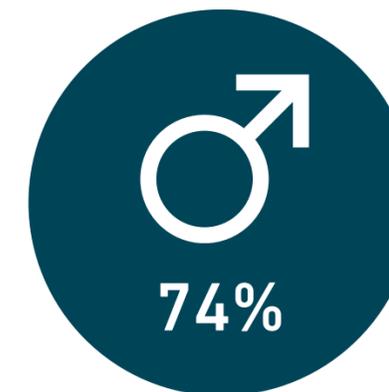
Our metrics*

Female employees	78
Male employees	193
Median gender pay gap	6%
Mean gender pay gap	8.6%
Median bonus pay gap	-7.9%
Mean bonus pay gap	23.3%

The percentage of employees who received a bonus:

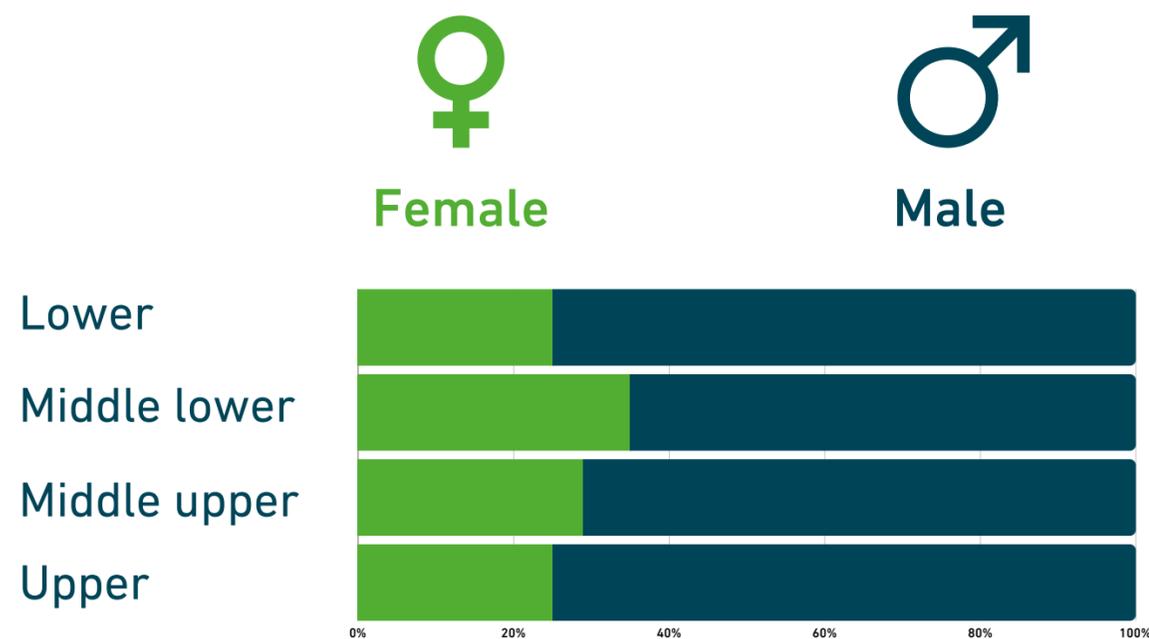


Female

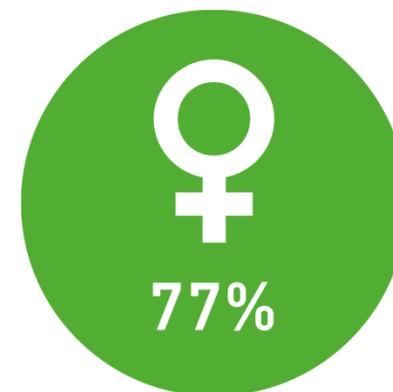


Male

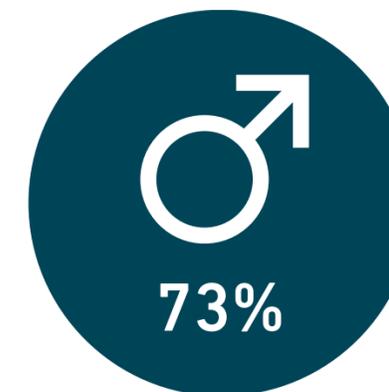
Representation by pay quartile:



The percentage of employees who received benefit in kind:



Female



Male

Summary

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.

The results of our Gender Pay Gap Report do highlight that men and women are not equally represented at all levels of our organisation. Our workforce is made up of 71% male employees and 29 % female employees.

It is widely recognised in Ireland that women are under-represented when it comes to STEM qualifications and experience, this impacts our ability to recruit and ensure the level of gender equality that we aspire to.

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.