MWP

MWP GENDER PAY GAP ANALYSIS 2025

13505-6032 Rev B

Contents

Overview 1

Definitions 2

Bonus Payments 3

Quartile Analysis 4

Gender Representation by Quartile 4

Actions to Bridge Our Gender Pay Gap 5

Project No.	Doc. No.	Rev.	Date	Prepared By	Checked By	Approved By	Acceptance Code / Status
HR	13505-6032	B	14/04/2026	OOR	OOR	PF	FINAL

MWP, Engineering and Environmental Consultants
Address: Park House, Bessboro Road, Blackrock, Cork, T12 X251, Ireland

www.mwp.ie

Disclaimer: *This Report, and the information contained in this Report, is Private and Confidential and is intended solely for the use of the individual or entity to which it is addressed (the "Recipient"). The Report is provided strictly on the basis of the terms and conditions contained within the Appointment between MWP and the Recipient. If you are not the Recipient you must not disclose, distribute, copy, print or rely on this Report (unless in accordance with a submission to the planning authority). MWP have prepared this Report for the Recipient using all the reasonable skill and care to be expected of an Engineering and Environmental Consultancy and MWP do not accept any responsibility or liability whatsoever for the use of this Report by any party for any purpose other than that for which the Report has been prepared and provided to the Recipient.*

Overview

MWP believe that a viable and successful business relies on a diverse and inclusive workforce. Pay Gap reporting is a significant part of this journey.

Our pay strategy is created to attract and motivate people who best fit our organisation, regardless of gender, age, ethnicity, disability or any other feature unrelated to qualifications or experience

In compliance with legislation as laid out by the Gender Pay Gap Information Act 2021, we are happy to share our 2025 Pay Gap Analysis, plausible causes which may contribute to our Pay Gap, and possible remedies.

We welcome this requirement for organisational transparency on the topic of gender discrepancies, as it allows for internal accountability, and it is a starting point for future action to try to close the gender pay gap within our company.

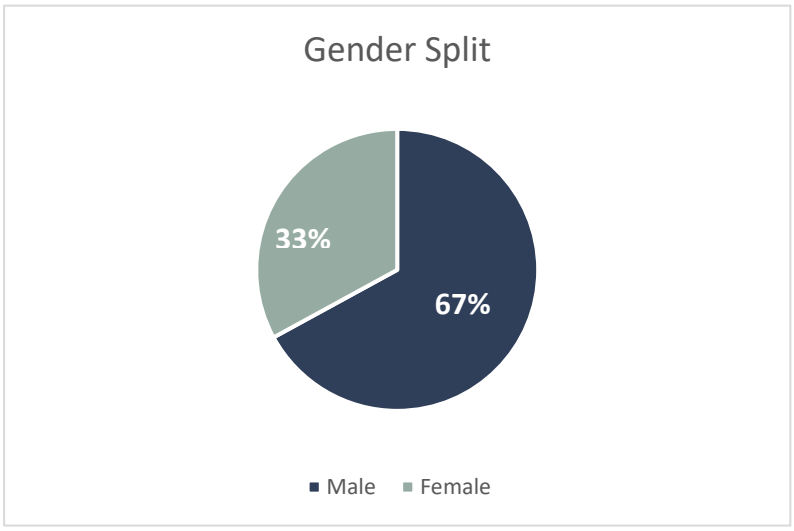
The reference point for data included in our report is June 21st, 2025, and includes all employees across the business (excluding Proprietary Directors).

MWP Gender Split 2025

As of June 21st 2025, MWP has a total workforce of 176 employees.

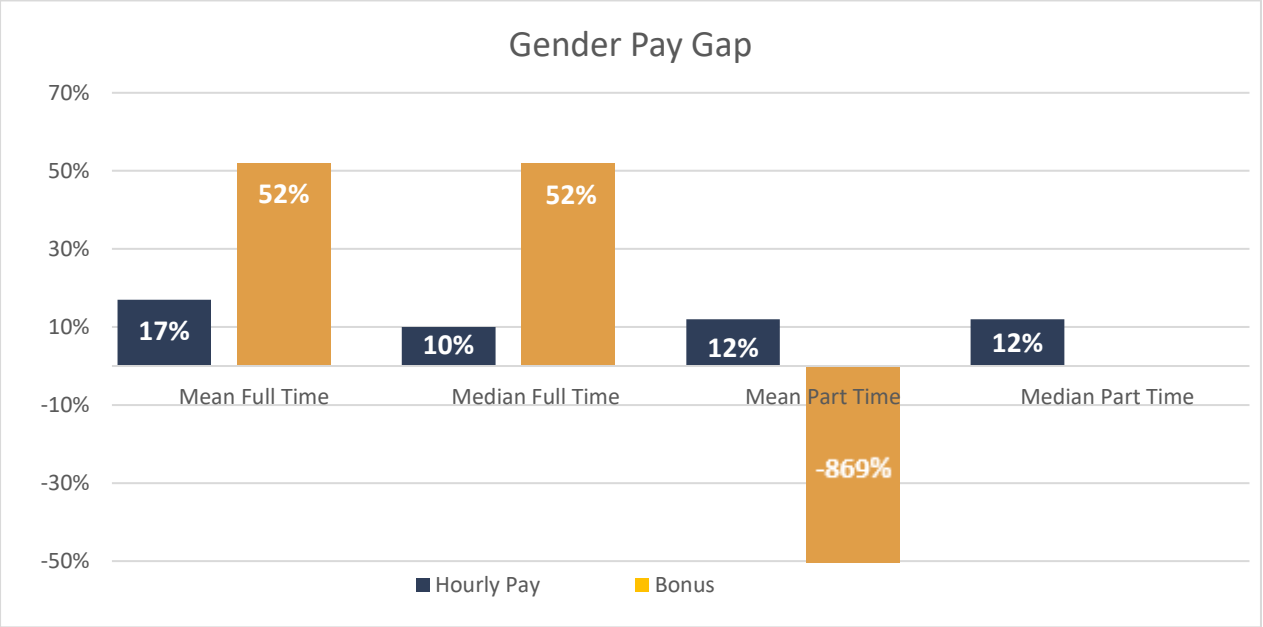
During the reporting period, the organisation was made up of [67%] male employees and [33%] female employees.

MWP's gender profile is reflective of the overall construction/engineering industry, which is a traditionally a male-dominated sector.



Definitions

- Gender pay is about evaluating gender balance and is different to equal pay.
- Gender pay, refers to the average pay by gender, for all roles across the organisation, regardless of type or level.
- Equal pay is a legal requirement and expects that men and women are paid equally for similar work, or for work that is of equal value.
- The mean gender pay gap is the difference between the average hourly rate of pay women receive, compared with that of men across the company
- The median gender pay gap is determined by ordering the individual rates of pay for women and men, from lowest to highest and calculating the difference between the hourly par rate of the middleman, compared to the middle woman.

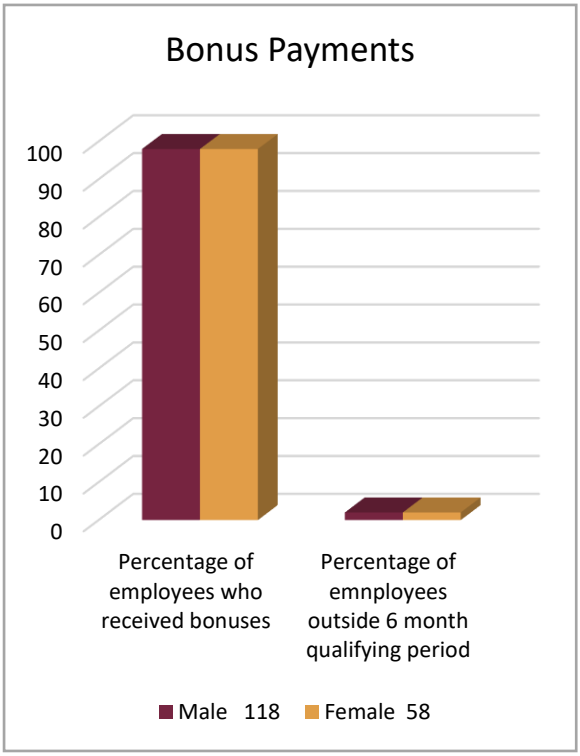


The average hourly pay of all men is higher than the average hourly pay of all women working at MWP. A contributing factor to this may be the lower participation of women in MWP in comparison to Men at MWP which is indicative of the Construction/Engineering Sector.

MWP are happy to report that they have narrowed the Gender Pay Gap in both Pay and Bonuses in 2005 and are working on further improvements for 2026.

Bonus Payments

98% of employees received a bonus in 2025



All permanent employees with at least 6 months of service receive an annual bonus.

Bonuses awarded are contingent on the performance of the company, and on the individual's performance.

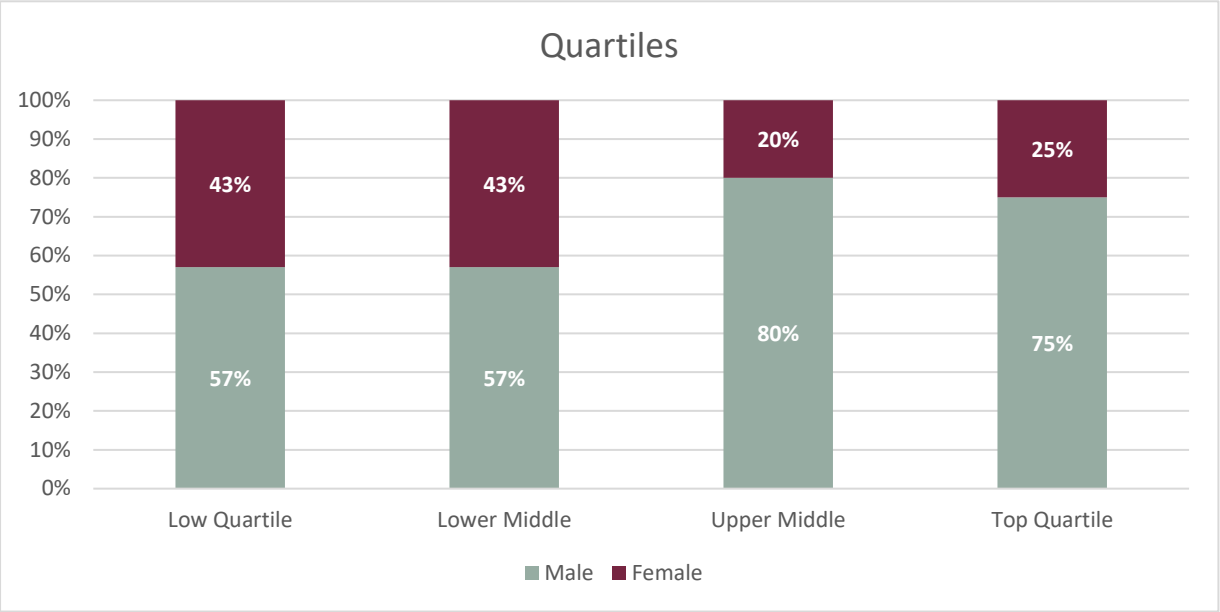
Those in senior roles may be eligible for a higher percentage bonus.

MWP have narrowed the gap between men who received a bonus in 2025 and in women who received a bonus in 2025.

Note: Summer relief administrative staff and Summer Interns present on the sample day in June were not present when bonuses were awarded in December.

Quartile Analysis

Each pay quartile represents a quarter (25%) of our total employee group ranked by hourly rate of pay.



Gender Representation by Quartile

MWP's quartile analysis shows a lower representation of women in all quartiles, with the lowest proportion in the upper two quartiles.

MWP has difficulty recruiting women across all technical areas, this is particularly evident when recruiting for senior positions. However, this challenge is not unique to MWP, and is reflected across the Construction/Engineering Sector, which has historically been male dominated.

A high ratio of MWP's Senior Management Team is male which is reflective of the available and most suitably experienced people obtainable at the time of hiring.

In 2025 MWP narrowed the Gender Gap at the Top Quartile by 7%, showing that more Female staff were promoted to senior positions in 2025.

The Lower Quartile saw a decrease of 9% in the Gender Gap, while the Lower Middle Quartile saw an increase of 6%, showing that more Female employees moved upwards at MWP in 2025.

Due to the caring role typically overseen by women, MWP have more women in part-time positions across all quartiles compared to men, this is a contributor to MWP's pay gap

Actions to Bridge Our Gender Pay Gap

WOMEN IN INDUSTRY

MWP are proactive supporters of women in Construction/Engineering and hope to entice more women into the sector through our sponsored Internships, and our mentored Graduate programme.

To help encourage more women to join the Construction/Engineering industry we will endeavour in building relationships with colleges and schools, to promote STEM, and women in the industry

ENHANCED SUPPORTS

We understand the financial pressure on taking extended leaves and offer our female employees enhanced maternity leave, to ease the burden.

We offer our employees access to 365 counselling and advice, which is a huge support to women returning from protected leave.

MWP operates a hybrid working scheme and offer flexible working hours to promote a better work/life balance, to entice women to remain in the workforce.

RECRUITMENT AND TRAINING

At MWP we keep our job advertisements gender neutral, to ensure we attract both male and female candidates.

Our interview panel is diverse and inclusive and includes both a male and female interviewer.

CPD, mentoring, and training are central to progression at MWP. Employees in all sectors, and at all levels, are encouraged to upskill, and help forge their career to the next level.