



Gender Pay Gap Report
Snapshot Date (21st June 2024)

KOSTAL Ireland GmbH
13th December 2024

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Background

In July 2021 Ireland's Department of Children, Equality, Disability, Integration and Youth published guidance for employers on how to calculate the various metrics required by the Gender Pay Gap Information Act 2021.

Since 2022, Employers with relevant Employees of 250+ had to take a reference date and report on the 12 month period preceding and including the chosen reference date as well as publishing the findings within a six month period of the snapshot date chosen. This is the Company's third Gender Pay Gap Report since the legislation was introduced.

For the 2024 report, we are using dates between the 19th June 2023 and the 21st June 2024 when compiling this data report.

The report must include mean and median gender pay gap for all Employees whether part time, fixed term or fulltime, mean and median bonus gap, percentage of male/female Employees who received bonuses and benefits-in-kind and the proportion of male/female Employees in each of the four equally sized quartiles.

The gender pay gap shows the difference in the average pay between all males/females in the workforce. The average pay is taken as gross pay for a particular year. If the workforce has a particularly high gender pay gap, this can indicate there may be a number of concerns which need to be addressed.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between males/ females who carry out the same jobs or similar jobs of equal value.

KOSTAL Ireland is committed to and supports the fair treatment and reward of all staff irrespective of gender.

Company Profile

KOSTAL Ireland GmbH is a global manufacturing business which manufactures electronic devices for the automotive industry. The first site opened in Ireland in 1981 in Abbeyfeale, County Limerick with a second site opening in 2001 in Mallow, County Cork. KOSTAL Ireland has been operating within Ireland for 43 years.

KOSTAL Ireland supports two payroll types, weekly mainly comprises employees involved in production operations and support staff directly related to the production area and a monthly payroll which consists of engineering, supervisory, management and support administration employees.

The gender pay gap figures include all employees and management on both of the above payrolls employed in KOSTAL Ireland. There were 638 weekly paid staff and 215 monthly paid staff as of the 21st June 2024, giving a combined total of 853 staff across both sites.

Analysis

As at the 21st June 2024 the ratio of male and female workers was 66% male and 34% female.

Base Pay

The “mean” gender pay gap (the difference between male and female’s average hourly pay) is 20.79% and the “median” gender pay is 20.80%.

All Employees	Mean 2024	Median 2024
Gender Pay Gap (including overtime and shift premia)	20.79%	20.80%

The Mean gender pay gap is equal to the Median gender pay gap which shows a balanced distribution of males vs. females, this is reflective of the continuous strides taken to promote females across KOSTAL Ireland’s business where skills and suitability are available.

- The Senior Leadership Team is 100% male
- The Department Manager/Supervisory Group Team is 71% male and 29% female
- The Engineering Group Team is 92% male and 8% female
- The Technical Group Team is 99% male and 1% female
- The Administration Group Team is 28% male and 72% female
- The Quality and Logistics Group Team is 79% male and 21% female
- The Operator Group is 51% male and 49% female

Bonus Pay

KOSTAL Ireland has an annual Christmas bonus scheme in place for all Employees which is the same value for all and is calculated on a pro-rata basis for the months of service for the year in which it is being awarded. All Employees both Male and Female employed at the date of issuing the bonus, received the Christmas Bonus for December 2023, Male/Female 65:35.

There is also a Performance bonus where all Employees (except Lead/Production Operators) are evaluated on performance and key metrics/achievements, which is percentage related and dependent on MBO (Management By Objectives) performance rating(s) received.

Under the Performance Bonus we had 389 Employees both Male and Female who were eligible to receive the bonus payment in 2023-2024, 384 Employees received the bonus payment and 5 did not receive the payment as they are currently on a Career Break from the Company and will receive the increase on their return to work.

Gender	Total	Received bonus	Percentage
Male Employees	318	314	99%
Female Employees	71	70	99%
Total	389	384	

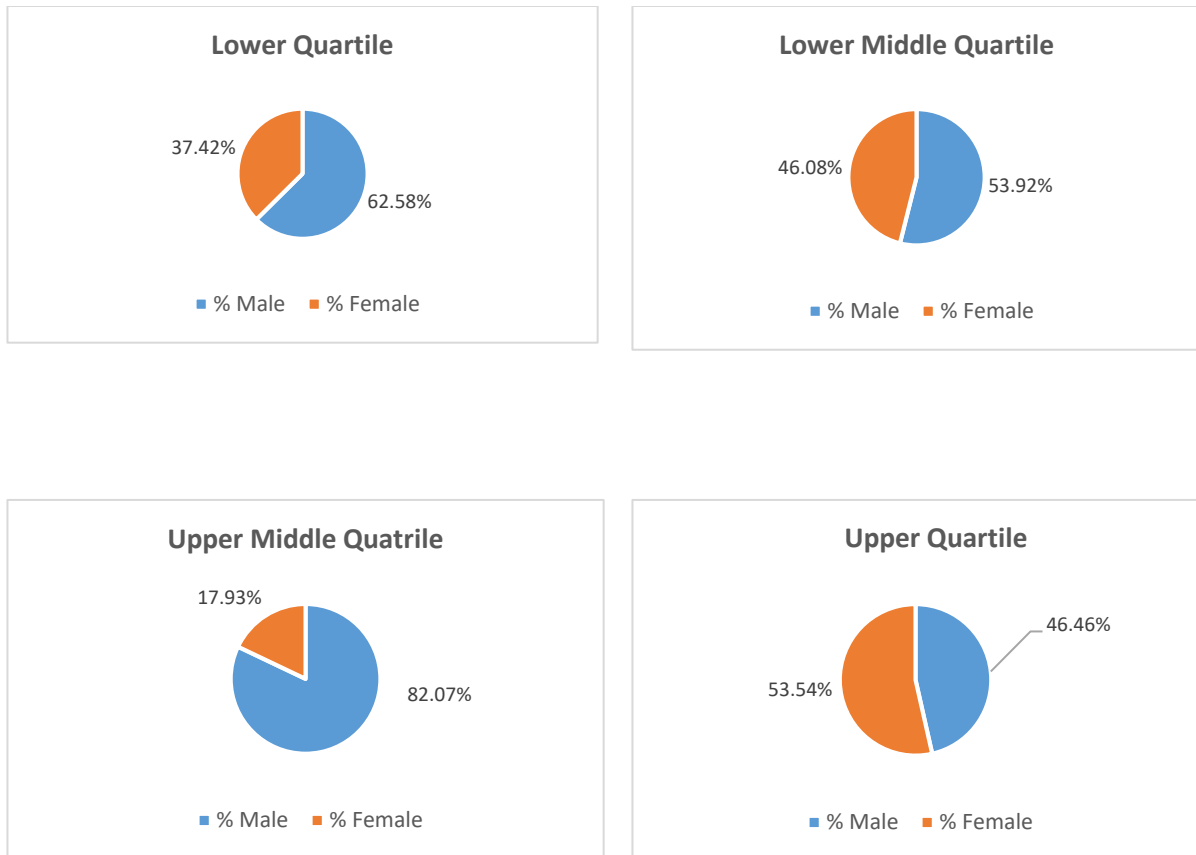
Benefit in Kind (BIK)

A “benefit in kind” is defined as income from an employment relationship that is not provided in the form of money. These pecuniary advantages can take the form of benefits-in-kind, non-cash benefits or additional benefits. In KOSTAL Ireland these are defined as sponsored health insurance, payment of fees for membership to societies related to job category and these are only paid for certain employee roles.

Gender	Total	Percentage, benefit in kind received
Male Employees	155	85%
Female Employees	28	15%
Total	183	100%

Hourly Pay Quartiles

The hourly pay quartiles show the proportion of male and female that are in each pay quartile, when we arrange Employees in the order of hourly rates and pay categories.



Summary Statement

- A mean gender pay gap of 20.79% illustrates that fewer female employees participate in Senior Leadership, Engineering and Technical roles in the workforce.
- The increased focus on developing female employees is continuing, especially in the afore-mentioned roles – Senior Leadership, Engineering and Technical roles among existing employees. Also, when recruiting new employees externally greater numbers of female candidates will continually be sought and the efforts during 2024 have lessened that gap for this analysis.
- We endeavoured to achieve a reduction in gender pay gap by recruiting female employees where possible. During the time covered by this report we promoted 6 female employees, 3 Operators to Lead Operator status with more responsibility for organising and monitoring areas within production, 2 Operators to Quality Auditor roles monitoring quality output, traceability and inspection and 1 Operator to a Clerical role for inputting of data for payroll and production reporting.
- While more female candidates are welcome, noting the current number of female students completing Technical and/or Engineering disciplines, the availability of increasing numbers of females, when recruiting externally is not anticipated until 2025 at the earliest, from our on-going engagement with third level educational institutions.
- During 2024, we invited Universities/Secondary Schools the opportunity for students to visit both of our sites. Among the visiting student groups we hosted, we observed a

male/female ratio of 96:4 among the university groups and 72:28 among the secondary school groups. This in itself shows that more females are taking up engineering/technical studies in secondary schools but at a slower pace than anticipated, when compared with students in Third Level education who visited us.

- As a Company historically, we have been and continue to be involved in and supportive of a range of initiatives to encourage greater female participation across all roles. We have been and continue to be involved in initiatives such as “Explore Engineering” and “Women in Engineering” to demonstrate the attractiveness of all employee roles in our business for female as well as male candidates. We recognise that attracting more female candidates will continually be challenging noting that the number of females studying Engineering/Technical qualifications in Third Level education institutions at this time is low and any change to that ratio trend will be incremental into the future.
- Historically and currently, as an employer we have and continue to support STEM (Science, Technology, Engineering and Maths) initiatives with primary schools to enhance the profile and attractiveness of these subjects for all students as career options. This year we again choose two mixed (boys/girls school) to sponsor them with their STEM initiatives. The interest from the female students was great to see and we will continue this programme into 2025.
- We also continue to participate in and contribute to initiatives in secondary schools with talks about Engineering to promote career options available within our industry sector for both males and females. Again this year, we saw a marked interest from female students applying for our “Work Experience Programme” in the Technical/ Engineering sectors. Our cohort of students availing of a work experience opportunity was Male/Female 63:37 in 2023 and Male/Female 46:54 in 2024.
- We continue to recruit people for Apprenticeships, Internships and Graduate Programmes, observing that female applicants are in a minority among candidates applying when recruiting for these employment opportunities. We have broadened our recruitment searches to identify and attract more female candidates for these and all roles within the Company.
- During 2023-2024 we organised and supported a bespoke, NFQ Level 7 certified course in partnership with ACE (Adult and Continuing Education) in UCC (University College Cork). This *Certificate in Work and Organisational Behaviour*, was designed for Operators, Lead Operators and Production Supervisors. The breakdown of the participants was Male/Female 47:53. All participants successfully completed the course, with 3 participants applying for promotion and securing same in mid-2024 (1 Male employee took on a Technical role, with 2 Female colleagues taking on a Lead Operator role).
- As part of our Performance Management system, we have the option of creating *Individual Development Plans* (IDPs), an elective option, to further build a talent base for our future, the take up this elective option is increasing annually and importantly is open to all employees in KOSTAL Ireland.
- The skills gap analysis is ongoing as a 3 year talent development plan to identify talent enhancement opportunities and increase agility and ultimately the competitiveness of KOSTAL’s business in Ireland is progressed.
- To encourage and progress continuous professional development supports are available to employees who want to complete training and development opportunities. Looking back over the last twelve months we note that the female/male ratio among employees who avail of such supports is as follows; 34:66.
- As part of RACE (Responsibility, Achievements, Customers, Excellence) KOSTAL’s global Lean/operational excellence Production System, internal OPX Facilitators are appointed each year to participate in a one year Global OPX Facilitation Programme.

For 2024, with two people appointed, there was a gender balance, with a male/female ratio of 1:1.

- An innovative initiative was enabled for interdepartmental discussion in December 2023 – January 2024 in relation to roles/responsibilities to consider for future advancement. A benefit from this was that we saw more females seeking promotion and 6 females were promoted during the reference period to higher roles within the Company.
- We are continuing with the “*In Conversation With*” section of our in-house PULSE magazine. Essentially a short interview with a colleague about their career progression in KOSTAL. This is continuing with a 60:40 female/male split during 2023-2024, increasing awareness about different roles/career progression options within KOSTAL.
- As the Company is currently reducing the number of people employed in it, achieving improved gender balance among employees, via recruitment, may prove challenging to attract more females in the organisation from the external labour market. However we remain committed to having more Females joining KOSTAL Ireland through our internships/graduate programmes where possible and when Female students are available to avail of such opportunities.
- In relation to sponsored internal training we are promoting more career progression routes and external training options within the Company as well as cross training and enabling lateral moves by employees as well as to more responsible roles and positions where possible while managing recruitment activities judiciously.
- During Q4, 2024 a new Consultation and Communications group was established in KOSTAL Ireland, essentially a diverse group of colleagues from different business functions, who now form a valuable *sounding board* within the business, for senior managers in particular, to understand issues of concern as well as providing an opportunity to discuss business related matters. With eight people participating in the newly formed group, five of whom are female, the group is co-chaired by two female colleagues. A minimum commitment to meet two times each year is now set out for this group.

The Company continues with its commitment to reducing the gender pay gap by achieving a broader gender balance across the workforce, including;

1. Identifying and developing female employees for progression within KOSTAL.
2. Actively recruiting female engineers/technical staff, including apprentice roles.
3. Increasing our involvement in and promotion of initiatives that will increase and enable greater participation of females in engineering/technical roles.
4. Ensuring that all opportunities are advertised internally and demonstrating that female employees experience a recruitment and selection process that is equitable, fair while ensuring KOSTAL is seen as an attractive place to work and progress ones career.
5. Ensuring equal opportunities are available to all employees, including training and development opportunities.
6. Ensuring Rewards and Benefits are available on an equal basis to all employees.

In compiling this report, the analysis was helpful, highlighting the importance of further addressing any gender pay gap that exists. As an employer KOSTAL Ireland continues to expedite and value the reduction or complete elimination of any gender pay gap identified in this report in every way possible. KOSTAL’s commitment into 2025, to reduce any gender pay gap, continues.

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