

Renishaw (Ireland) DAC Gender Pay Gap Report 2025

June 2025 data snapshot



Introduction

We are a global business, and a world leader in measuring and manufacturing systems. Our people are key to helping us Transform Tomorrow Together, and we believe that Equality, Diversity and Inclusion is not only the right thing to do but is also essential to us achieving our business goals.

The operation of **Renishaw (Ireland) Dac** which is based in Swords, Co. Dublin is part of the Manufacturing Services Division of Renishaw PLC., based in the UK.

In Renishaw (Ireland) DAC, we manufacture metrology products and accessories for process control, typically found on CMM, machine tools and various other metrology applications. The products manufactured in Renishaw (Ireland) Dac. are exported worldwide.

Gender Pay Gap reporting in Ireland

The Gender Pay Gap Information Act 2021 established the legal framework for Gender Pay Gap reporting in Ireland. Under this law, companies with **more than 50 employees** are required to report on their Gender Pay Gap across a range of metrics, focusing on hourly pay differences between men and women.

A critical part of this process is selecting a “**snapshot date**” in June, which acts as the reference point for data collection and reporting. For reporting purposes, the “snapshot date” is the **30th June 2025**. Payroll data is analysed for the 12 months leading up to the snapshot date.



What is the gender pay gap?

The Gender Pay Gap is sometimes confused with equal pay. Equal pay is focused on ensuring all colleagues, regardless of their characteristics (for example, their gender) receive equal pay for equal work. Gender Pay Gap focuses on the difference between the average (mean) and median earnings by gender.

The Gender Pay Gap reporting aims to highlight the overall distribution of earners in an organisation, focusing on men and women at all seniority levels. While the mean pay gap gives an overall average, the median is considered to provide a more accurate picture of the typical pay gap, as it is less impacted by outliers.

Equal pay



Men and women in the same organisation receive equal salaries when doing equal work, and work of equal value.

Equal pay focuses on ensuring fairness within specific job roles.

Gender pay gap

The overall difference in earnings between men and women across an organisation or labour force. A gender pay gap does not always mean an organisation does not offer equal pay. The gender pay gap may exist due to:



Bias in performance and reward frameworks



Over-representation of women in lower paid roles



Over representation of males in senior management roles



Negative impact of part time work or parental leave

The gender pay gap sheds light on the systemic issues that contribute to disparities between men and women.

Our commitment to progress

We are fully committed to narrowing our Gender Pay Gap by continuing to promote equality of opportunity across our business. Our focus includes:

- Proactively encouraging greater women's participation in technical and leadership roles.
- Supporting professional development through training, mentoring, and clear pathways for progression.
- Reviewing our recruitment and talent management processes to promote balanced representation at all levels.
- Continuing to build a culture that values diversity, equity, and inclusion.

While the Gender Pay Gap data reflects our current workforce profile, we are confident that equal work is rewarded equally at Renishaw (Ireland) Dac. We recognise the importance of long-term, sustainable change and will continue to take active steps to support a more balanced and inclusive workplace for all. The median is the mid-point in the range of salaries, bonuses and benefit in kind from the lowest to the highest for men and women. The median gap is the difference between the median for men and women.

Gender Pay Gap Report – Company statement

At Renishaw (Ireland) Dac, we are proud to foster a workplace culture rooted in fairness, opportunity, and respect for all employees. As part of our commitment to transparency and continuous improvement, we welcome the opportunity to publish our Gender Pay Gap data in line with the Gender Pay Gap Information Act 2021.

Our Gender Pay Gap figures reflect the current composition of our workforce, which—like much of our industry—has a higher proportion of men in technical and senior positions. These roles, which typically require specific qualifications and experience, are associated with higher pay levels and, as a result, influence the overall averages in our reporting.

Understanding our results

Hourly pay (mean and median):

The Gender Pay Gap in hourly pay is influenced primarily by the distribution of roles within the company. More men than women are employed in technical and senior roles that attract higher rates of pay, while more women than men are employed in administrative and support functions. We are confident that pay for equal work is consistent across the business; however, the gap reflects the types of roles currently held by each gender.

Part-time and temporary employees:

Currently there are 18 roles split between men and women in part-time and temporary positions spread across the business. The Gender Pay Gap in hourly pay is influenced primarily by the distribution of roles and skills levels within this group.

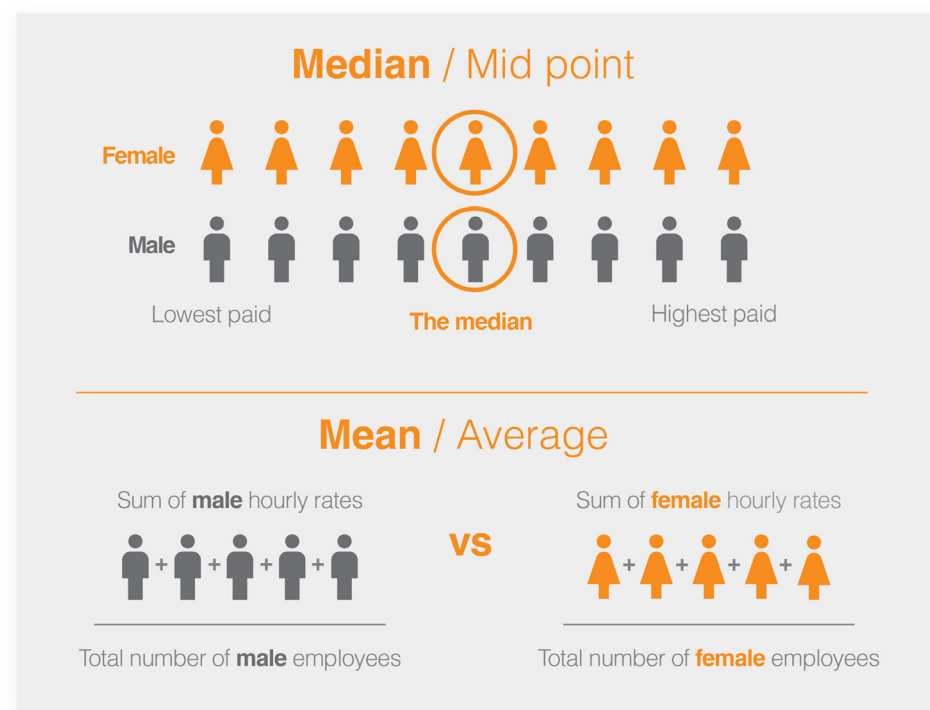
Bonus pay:

Bonus payments are linked to individual salaries, performance and role responsibilities. As with hourly pay, the difference in the average bonus reflects the greater number of men currently working in roles eligible for higher bonus opportunities. All eligible employees, regardless of gender, are considered equally under our performance-based bonus structure, proportionate to their salary.

Benefits-in-kind:

All employees are offered the same access to benefits such as employer-subsidised health insurance. An equal number of men and women avail of these benefits. Company vehicles are provided for roles that require regular travel and senior roles within the company and are typically held by men.

Median and mean pay explained



Pay quartiles:

The distribution across pay quartiles reflects the current structure of our workforce, with men representing a higher percentage in upper quartiles due to their presence in more senior and technical roles. Women are more evenly represented across the lower and middle quartiles, with many in manufacturing, supportive and administrative roles.

Key data

June 2025 data snapshot

All employees

Mean gender pay gap: **28.6%**

Median gender pay gap: **10.0%**



Part-time employees

Mean gender pay gap: **26.7%**

Median gender pay gap: **32.3%**

Temporary employees

Mean gender pay gap: **8.4%**

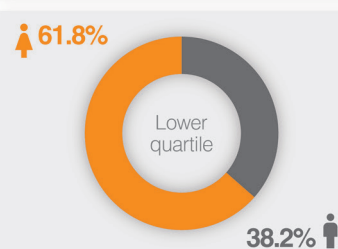
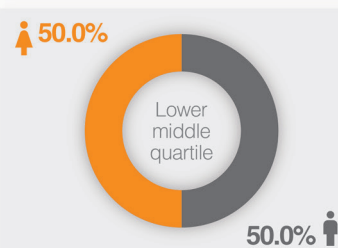
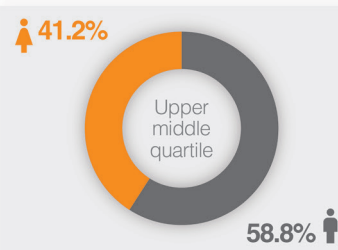
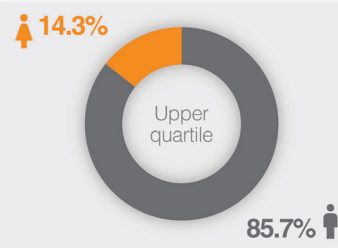
Median gender pay gap: **0.0%**

When comparing hourly pay data by gender, the latest snapshot shows we have a mean gender pay gap of **28.6%** and a median gender pay gap of **10.0%**. As for bonus data, we have a mean bonus gap of **46.6%** and a median bonus gap of **20.0%**. Overall, **81.3%** of men and **82.5%** of women received a bonus.

On a snapshot date of 30th June 2025, the workforce in Renishaw (Ireland) DAC was **41.6%** female (57 of 137 employees) and **58.4%** male (80 of 137 employees).

The Gender Pay Gap can often be caused by a higher proportion of men in higher paid roles, i.e. the percentage of men in higher paying roles is more than the percentage of men in the workforce overall. This is true for Renishaw (Ireland) DAC with men making up **85.7%** of the highest pay quartile and only **32.8%** of the lowest quartile.

Distribution of men and women by pay quartile



Bonus awards



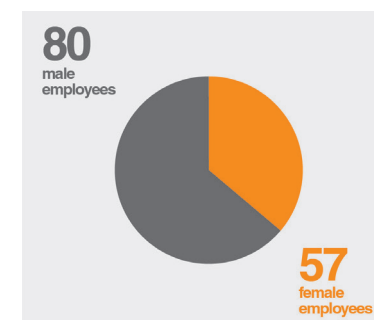
81.3% of men

82.5% of women
received a bonus

Mean bonus gap: **46.6%**
Median bonus gap: **20.0%**



30.0% of men
29.8% of women
received benefits in kind



Quantity of male and female employees