

HARVEY PERFORMANCE
COMPANY

Harvey Performance **GENDER PAY GAP** **REPORT**

Ireland, 2025

**20
25**

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INTRODUCTION TO GENDER PAY GAP

The European Commission's Gender Equality Strategy 2020–2025 prioritises equal access to the economy for both women and men. A key objective is closing gender gaps in the labour market and promoting equal opportunities.

Aligned to this objective, the Gender Pay Gap Information Act 2021 and its related statutory instruments requires Irish employers to report on their gender pay gaps, grounded in transparency, accountability, and progress on workplace gender equality.



GPG IN CONTEXT KEY STATISTICS

**Sources: Central Statistics Office (CSO), Eurostat, Corporate published reports, World Economic Forum*

IRELAND'S GENDER PAY GAP
(CSO 2022)

9.6%

EU AVERAGE GENDER PAY GAP
(EUROSTAT 2023)

12%

CORPORATE REPORTS (IRELAND)
(2023)

11.2%

GLOBAL GENDER PAY GAP
(WORLD ECONOMIC FORUM 2024)

31.5%

COMPANY GENDER PAY GAP
(2025 GENDER PAY GAP)

3.1%

GENDER PAY GAP EXPLAINED

Definition

The Gender Pay Gap (GPG) represents the difference in the average hourly wage of men and women across the entire workforce.

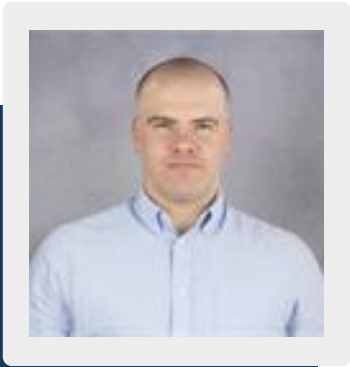
It's important to note that a gender pay gap does not mean unequal pay for equal work. The right to equal pay for equal work in Ireland is already protected under the Employment Equality Acts 1998–2015, the gender pay gap typically reflects differences in how men and women are represented across various roles and levels within an organisation.

GPG reports seek to identify themes or patterns that influence high gender pay gaps and seeks to address those through targeted initiatives.

Key Factors

- The mean GPG, is found by finding the average hourly pay of all men and the average of all women and expressing the difference as a percentage.
- The median GPG is found by comparing the middle-paid women's hourly pay with the middle-paid man and expressing the difference as a percentage.
- A positive Gender Pay Gap means women earn less than men on average.
- A negative Gap means men earn less than women on average.
- The legislation requires that only male and female genders are reported, so non-binary employees are omitted for the purpose of GPG reporting.

COMPANY STATEMENT



John Gibbons, President for Europe & ROW

I am pleased to present Harvey Performance Ireland’s 2025 Gender Pay Gap Report, prepared in compliance with the Gender Pay Gap Information Act 2021. Harvey Performance is a world-class manufacturer and supplier of precision cutting tools with group companies across Europe and the USA.

As a leading specialist manufacturer, we recognise the importance of transparency, accountability, and fairness in every aspect of our business. This includes how we recruit, reward, and develop our people to support their success and the future of the business.

While the requirement to publish gender pay data is a statutory obligation for employers with 50 or more employees, we see this exercise as much more than compliance. It represents an opportunity to assess our progress, challenge ourselves to do more, and demonstrate our ongoing commitment to building a diverse, equitable, and inclusive workplace where our people can thrive.

REFLECTING ON OUR 2025 RESULTS

The Gender Pay Gap 2025 for Harvey Performance (Ireland) is based on a reference period between 30th June 2024 – 29th June 2025. On the snapshot date of 29th June 2025, there were a total of:



126
PEOPLE EMPLOYED
(44 female; 82 male)



12
PART-TIME PEOPLE
EMPLOYED



2
TEMPORARY PEOPLE
EMPLOYED



INDUSTRY CONTEXT Reflecting on Our 2025 Results

The manufacturing sector is a major contributor to Ireland’s economy employing over 227,000 people and producing over €137 billion of product in 2023.

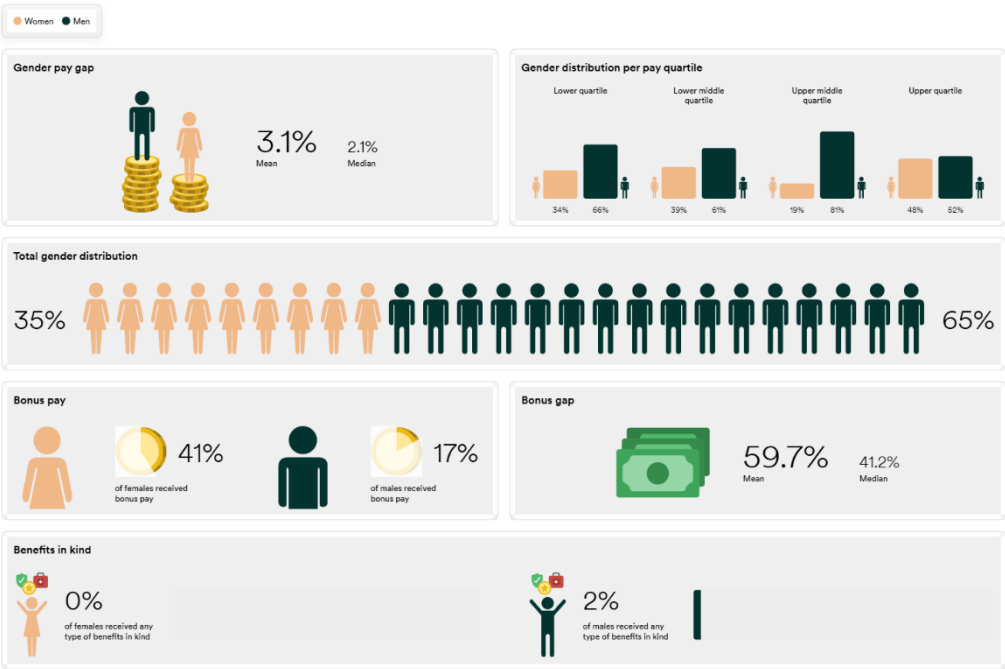
Employers are competing to attract highly sought after technical and specialist staff, high skilled production staff and well qualified support staff. The sector has an ongoing challenge attracting women into the sector and women are underrepresented in the crucial STEM subjects in third level education. At present the Higher Education Authority notes that 43% of men entering higher education are studying stem subjects with only 19% of women studying STEM subjects.

In addition, there are social and cultural trends that see more women than men choosing to work part time, and other types of flexible working to accommodate family commitments.

The larger organisations that have reported in recent years have a large range of Gender Pay Gaps. Within the precision equipment, there is a pay gap range currently from -10% to 24%. Our result of 3.1% sits very comfortably within the range and is better than the average result across the Irish economy as a whole.

OUR GENDER PAY GAP RESULTS 2025

Metrics Reporting

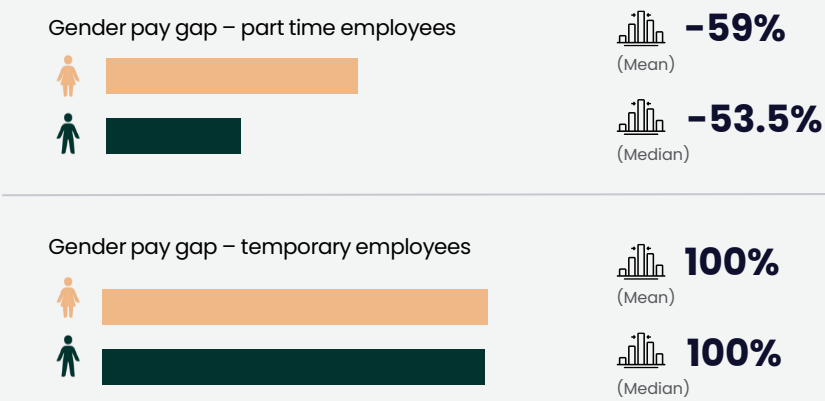


The mean GPG at 3.1% reflects very positively in comparison to the national benchmarks.

The Bonus Gap is significantly higher despite more men than women being awarded a bonus. This is a reflection of specific roles that are included in our current scheme.

Just over one third of the team are women. Women are well represented in the upper quartile with an almost 50/50 split between men and women amongst the roles with the highest ‘ordinary pay’ in the business.

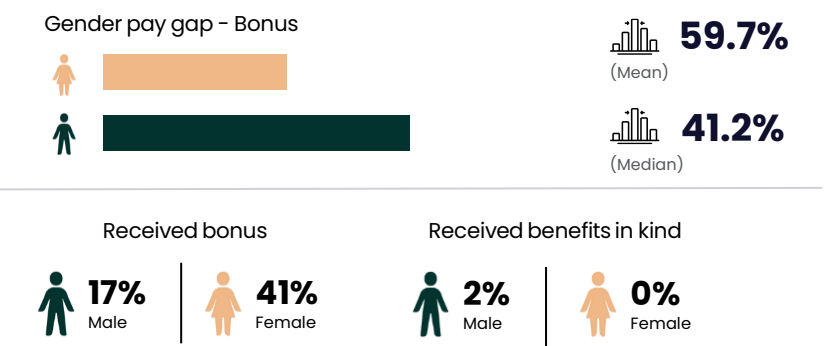
GENDER PAY GAP



The are few part time employees in the business and our results show that pay levels for part time employees are on average, favourable to females.

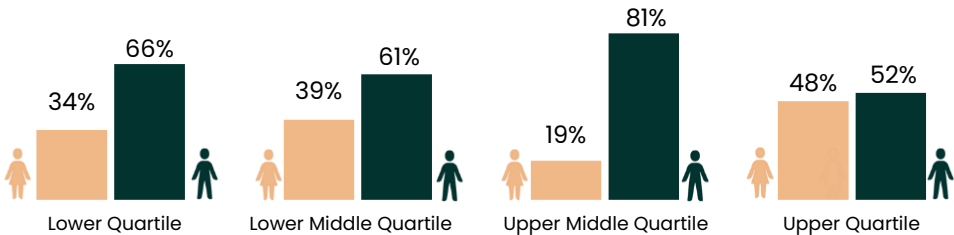
There are only 2 temporary employees and this has produced a very high gap that is not representative of the pay across our teams as a whole. Pay levels for temporary employees at - 0.8% are closer to a balanced spread across genders.

GENDER BONUS & BIK PAY GAP



QUARTILE DISTRIBUTION

Gender distribution per pay quartile



The total gender distribution is 35% female and 65% male across the organisation. There is a good female representation across all pay quartiles with the exception of the upper middle quartile. At the upper quartile, we have an almost 50/50 split between men and women in these roles.

WHAT THIS MEANS

Key Findings

The results of our first Gender pay gap results for 2025 show a mean gender pay gap of 3.1% and a median gender pay gap of 2.1%. This gap shows that we are performing well against the range of gender pay gaps experienced broadly within the sector. There are still issues around the overall diversity of our teams that need to be

addressed. The significant difference in the results for part time employees (~59%), and temporary employees (100%) gaps are primarily a function of the smaller number of employees in each of these groups. A more significant mean bonus gap of 59.7% was also reported.

Understanding the Gap

Our employee population is 35% female and 65% male with good female representation across all quartiles, with the exception of the Upper Middle Quartile.

The Upper Quartile has a balanced spread of genders. This diversity supports a low Gender Pay Gap overall with some focus required on addressing issues that may lead to higher pay gaps in the other quartiles.

Whilst the pay gap is low, the bonus

gap is significant this year and is driven primarily by the smaller range of roles that are eligible for this payment.

Recruitment within the production/operations side of the business is an area where more men are likely to apply for roles than women and gender balance in this part of our team remains a challenge.

PLANNED INITIATIVES FOR 2026

We take our obligations under the Gender Pay Gap Information Act 2021 seriously. This report has been prepared in full compliance with these statutory requirements, reflecting both our transparency and our broader corporate responsibility to employees, investors, and the wider community. We continue to review the actions we can take in this area and implement meaningful interventions to ensure equal pay and bring our Gender Pay Gap and Bonus Pay Gap down over time. We continue to contribute positively to the industry-wide conversation about representation, inclusion, and equity in Ireland's specialist manufacturing sector.

Career Pathways

Strengthen development programmes and opportunities to provide structured career pathways for progression. This includes mentoring support for female colleagues seeking to build their careers within the Company.

Learning and Development

Introduce programmes from the other parts of our business outside of Ireland that have a good track record in delivering results and increasing the skills and capabilities across our entire team.

Pay Transparency

Continue preparations for Pay Transparency by implementing a pay equity audit with timebound remediation to safeguard against any potential disparities.



Ireland's comprehensive 2025 Gender Pay Gap Report showcases the company's commitment to addressing gender imbalances in the workplace.



By transparently sharing their results and planned initiatives, the organisation demonstrates its dedication to fostering a more equitable and inclusive work environment.



The report serves as a valuable resource for stakeholders, employees, and industry peers, showcasing Ireland's leadership in promoting gender equality and driving meaningful change.

STATUTORY REPORTING GENDER PAY GAP METRICS

1. Mean hourly gender pay gap (all)	3.1%
2. Mean hourly gender pay gap (part-time)	-59%
3. Mean hourly gender pay gap (temporary)	100%
4. Median hourly gender pay gap (all)	2.1%
5. Median hourly gender pay gap (part-time)	-53.5%
6. Median hourly gender pay gap (temporary)	100%
7. Mean hourly performance related bonus gender pay gap (all)	59.7%
8. Median hourly performance related bonus gender pay gap (all)	41.2%
9. Percentage of employees per gender to receive a performance related bonus remuneration	(F) 41%
	(M) 17%
10. Percentage of employees per gender to receive benefit-in-kind	(F) 0%
	(M) 2%
11. Percentage of employees within lower remuneration quartile	(F) 34%
	(M) 66%
12. Percentage of employees within lower middle remuneration quartile	(F) 39%
	(M) 61%
13. Percentage of employees within upper middle remuneration quartile	(F) 19%
	(M) 81%
14. Percentage of employees within upper remuneration quartile	(F) 48%
	(M) 52%

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