



Gender Pay Gap Report 2025

Introduction

Shannon Foynes Port Company (SFPC), Ireland's deepest sheltered commercial harbour and largest bulk port company, has statutory jurisdiction over all marine activities on a 500km² area on the Shannon Estuary, stretching from Kerry to Loop Head to Limerick City.

The location of SFPC on the Shannon Estuary, an international gateway that is recognised at a national level as being fundamental to Ireland's economic prosperity and global trading links is a key driver of the company's growth strategy. We are an EU Core Network Port (TEN-T) and recognised as a Tier 1 Port in the Ireland's National Ports Policy, effectively designating the Shannon Estuary as a commercial water course of international significance.

As a progressive employer we value diversity and understand that a diverse and inclusive organisation delivers real and tangible benefits in terms of how the organisation functions, how we deliver essential services and how we engage with our customers and communicate with stakeholders.

Our people are at the core of what we do and what we are as an organisation. We are guided by our core values and we continue to strive to promote and sustain an inclusive organisational culture that provides opportunities to learn, develop and progress, as well as opportunities for more flexible working arrangements to enable employees to have a better work-life balance.

The Gender Pay Gap

The gender pay gap measures the difference in average hourly earnings between men and women across the organisation, regardless of role or seniority. Average hourly earnings include pay, overtime, and allowances. The gender pay gap compares the pay of all working men and women; not just those in similar jobs, with similar working pattern or with similar competencies, qualifications, or experience. It is therefore distinct from equal pay, which compares the pay of men and women performing the same or similar work.

The Gender Pay Gap Information Act, 2021 requires organisations to report on their Gender Pay Gap. 2025 is the first year that Shannon Foynes Port Company have had to report on their Gender Pay Gap. The regulations require organisations to select a 'snapshot' date in the month of June. For the purpose of this report SFPC have selected 1st June 2025 as the snapshot date. The data included in this report relates to persons employed by Shannon Foynes Port Company on the snapshot date, including employees not rostered to work on that date and employees on leave. The mean and median figures are also provided for part-time employees. No temporary employees were employed by SFPC on the snapshot date.

At SFPC, the gender pay gap is influenced by a range of structural and occupational factors. One of the primary drivers is the distribution of men and women across different levels and functions within our organisation. Other factors include length of service, gender breakdown at executive leadership level and gender breakdown of lower paid roles. Given that we maintain a high employee retention rate there is a comparatively low level of external recruitment, which in itself can lessen the opportunity to diversify within our team.

In the EU transport sector, including ports and harbours, employment is male dominated. Data relating to gender representation can vary depending on reporting outlet and/or data source, however, it would be reasonable to assume 80-85% of workers in this sector are male, while 15-20% are female. This gender variance is particularly evident in maritime transport and port operations, where physically demanding roles, irregular hours, and traditional gender roles contribute to lower female representation.

Using the snapshot date cited in this report the percentage of people employed at SFPC was 78% male compared to 22% female which is largely in line with employment figures related to this sector. A gender pay gap can indicate a gender representation gap and show whether women are equally represented across an organisation. Gender pay gap reporting is a vital step in our diversity and inclusion strategy development and this report sets out the context for our gender pay gap explaining the reasons we consider relevant and the actions we are taking to address the gap.

Key Data Points

Gender Pay Gap reporting requirements focus on seven data points based on the snapshot date selected. They are:

1. The mean and median pay gap in hourly pay between male and female employees
2. The mean and median pay gap in hourly pay between part-time male and female employees
3. The mean and median pay gap in hourly pay between temporary male and female employees
4. The mean and median bonus pay gap between male and female employees
5. The percentage of male and female employees who received bonus pay
6. The percentage of male and female employees who received benefit in kind
7. The percentage of male and female employees in each of four pay band quartiles

When completing this review there were no temporary contracts of employment with SFPC therefore for point number three results are non-applicable. An overview of results from the SFPC gender pay gap review 2025 is outlined in the following tables.

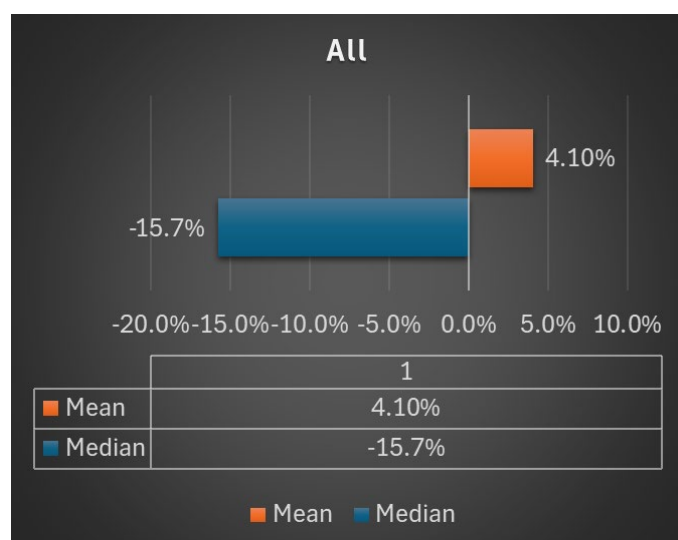
Difference Between Mean & Median Gender Pay Data

Mean Pay Gap

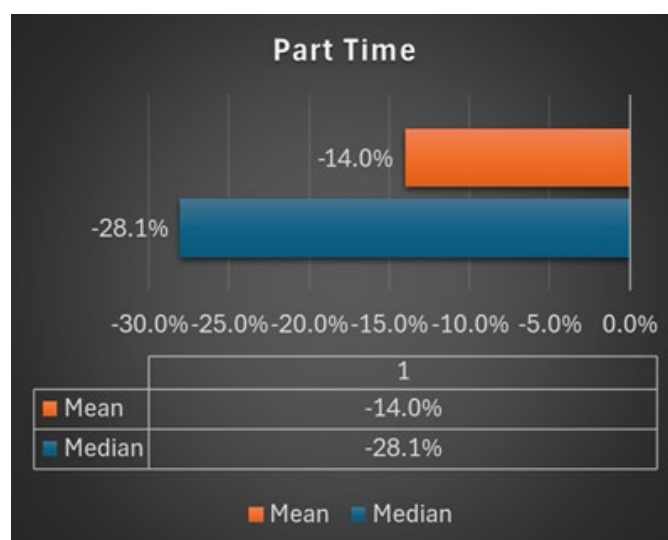
The Mean pay gap is the difference between women's and men's average hourly pay across the company. If this figure is positive, the average hourly rate of males is higher than the average hourly rate of females on the snapshot date. If this figure is negative, the average hourly rate of females is higher than the average hourly rate of males on the snapshot date.

Median Pay Gap

The Median is the difference between women's median hourly pay (the middle-paid woman) and men's median hourly pay (the middle-paid man). This is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly pay of the person in the middle.



The mean and median pay gap in hourly pay between male and female employees

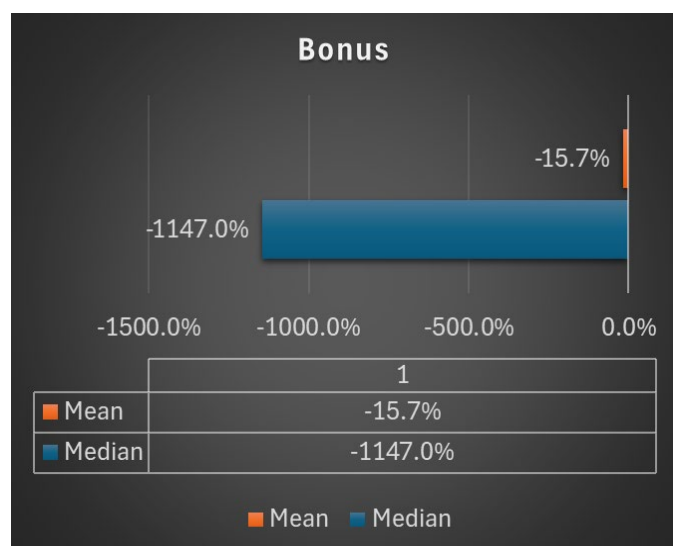


The mean and median pay gap in hourly pay between part-time male and female employees

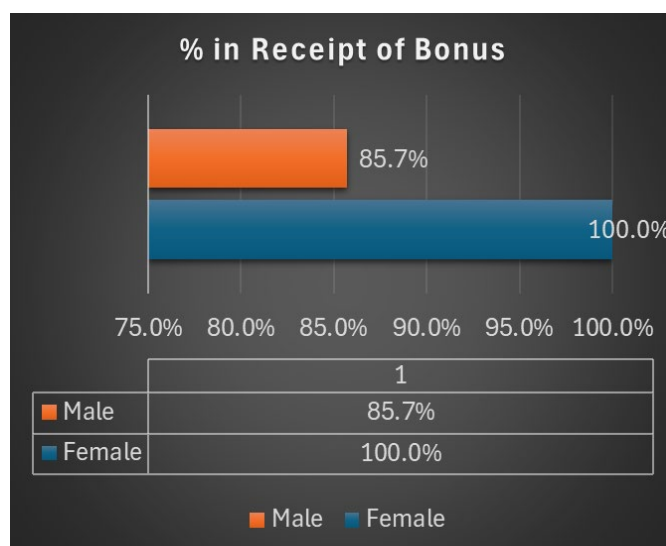
It is useful to look at both the mean and median figures, as each one can tell us something different about the underlying factors affecting the pay gap. For example, a small number of higher paid employees can impact the mean figure and if this is the case, the median figure may be more representative of difference between what a male and a female is paid. The data shows that Shannon Foynes Port Company has a 4.10% mean gender pay gap illustrating that average hourly rate of males is 4.10% higher than the average hourly rate of females on the snapshot date. The Median Pay Gap is -15.7% which illustrates that women's median hourly pay (the middle-paid woman) is 15.7% higher than the men's median hourly pay (the middle-paid man).

Whilst the mean pay gap is significantly less than the national average which is noted by PayGap.ie as 11.05% in favour of male employees for 2024, the data reflects a representation bias of males at executive leadership roles within the organisation.

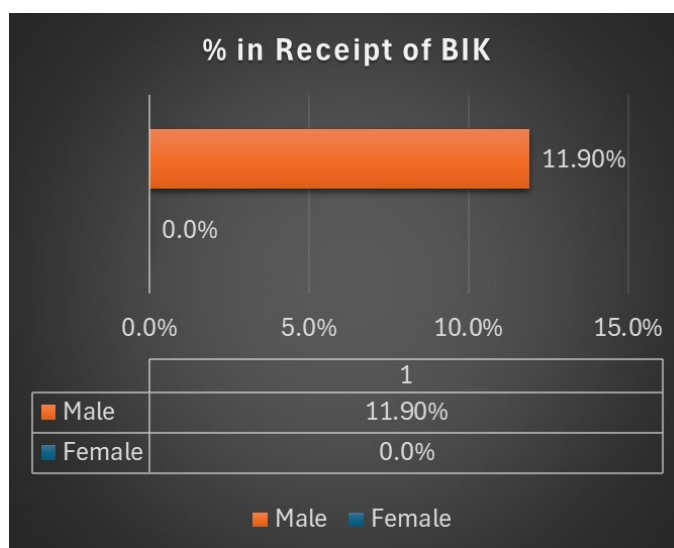
The median pay gap of 15.7% in favour of female employees is again significantly more positive than the national average for 2024 of 8.19% in favour of male employees, the median data at SFPC reflects a higher representation bias of female employees at the upper middle quartile hourly pay band and a higher representation of male employees at the lower quartile hourly pay band within the organisation.



The mean and median bonus pay gap between male and female employees



The percentage of male and female employees who received bonus pay

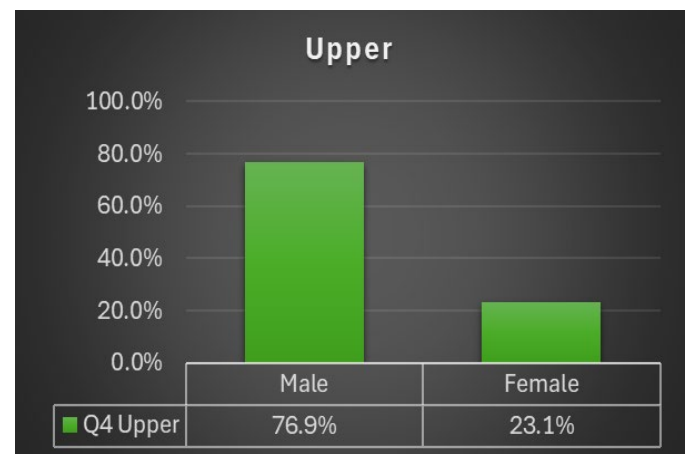
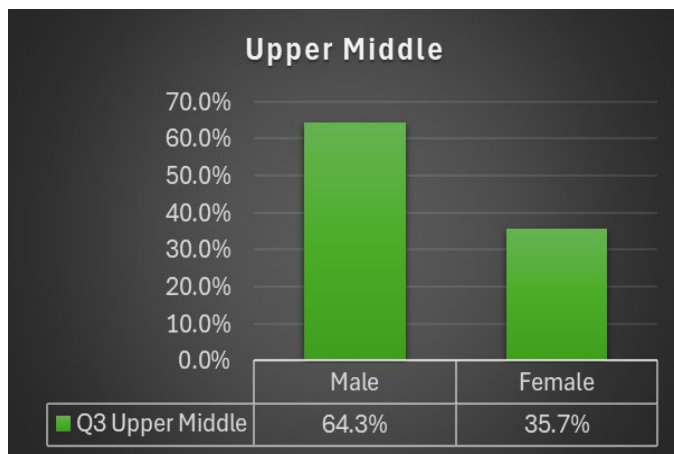
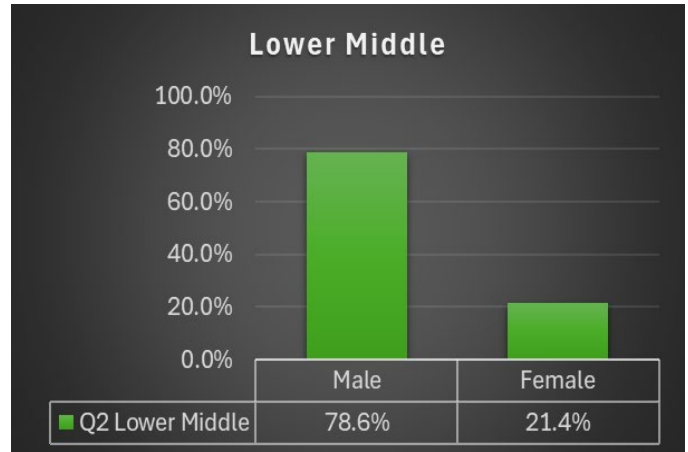
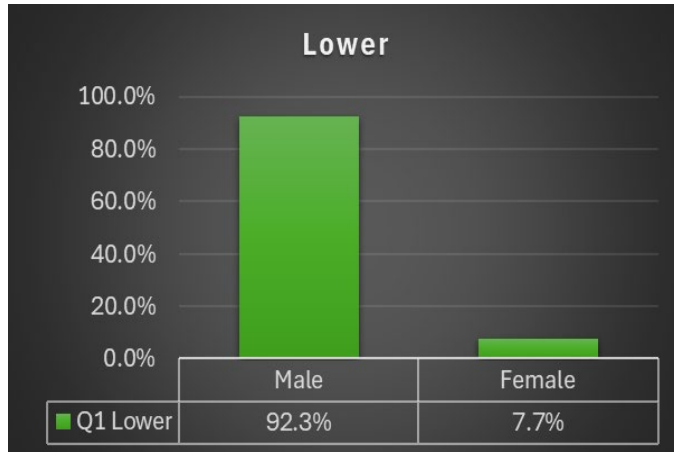


The percentage of male and female employees who received benefit in kind

Pay Band Quartiles

As per reporting requirements findings of this review must outline the percentage of male and female employees in each of the four pay band quartiles. These quartiles are calculated by splitting employees into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at various levels of the company. Using the snapshot date cited in this report below is an overview of the percentage of female employees within each remuneration quartile

Looking at the distribution of employees across the four Quartile Pay Bands helps us examine pay at different levels of the organisation. For there to be no Gender Pay Gap you would expect to see the workforce demographics reflected in each quartile, i.e. 78% Male to 22% Female.



Our reporting data illustrates that there is a higher proportion of males in the lowest quartile band, reflecting that there are proportionately more males at lower grades. Female representation of 7.7% within this lowest quartile band is significantly positive to the overall female representation within the workforce of 22%.

Encouragingly, female representation of 35.7% and 23.1% in the upper middle and upper quartile band respectively, are higher than the 22% female representation within the overall workforce. Whilst this is to be very much welcomed, it is noted that the overall female representation within the workforce is low at 22% and thus emphasises the broader challenges and the necessity to increase female representation in traditionally male-dominated industries.

As we continue to report on our pay gap in future years, we acknowledge, due to the size and nature of our organisation employee numbers that pay gap data will be subject to sensitivity year-on-year. A small number of people joining or leaving the organisation could have a significant impact on some of the results set out in this report. This sensitivity will make it difficult to accurately gauge true progress in closing our gender pay gap, especially as a smaller workforce may distort results and make trends harder to interpret consistently over time.

Future Plans

As we look to the future, we will continue our aim to maintain an inclusive, diverse and vibrant workplace culture for all. Building upon our values, we have a responsibility in the way we treat our people and are committed to offering equal opportunities, fairness, inclusivity, mutual respect, and diversity, which keeps us forward-thinking and innovative. Future incentives will include:

Periodic Review of Policies & Procedures: Ongoing implementation and monitoring of other supporting policies i.e. equality & diversity, to ensure a best practice approach is considered where reasonably practicable.

Focus on Recruitment: We will continue to promote advertisements which will reflect Shannon Foynes Port Company's commitment to equality. We will strive to avoid gender decoding adverts to remove masculine wording and review job descriptions to ensure only essential elements are included to encourage more diversity and an increase in female applications. Our approach to recruitment and our investment in the development of internal talent will reflect our desire to strengthen diversity within our organisation.

Supporting Personal Development & Training: In order to support professional development, we will promote learning and development opportunities to ensure management and staff understand diversity & inclusion and consider how we bring these practices into our people processes.

Transition Year Programme: Each year, we support and accommodate a programme with schools aimed at giving transition year students an insight into life at SFPC and the industry in which we work by shadowing employees in our various departments. Students gain a diverse range of experiences, tracking different jobs in a way that will hopefully inform their own career paths. We use this program as an opportunity to introduce more young women to the sector.

Support our Communities: SFPC have a proud history of supporting community activities and incentives. We will continue to sponsor and mentor community incentives which promote diversity and inclusion for all. In particular we will support youth sports, which create equitable access and opportunities, foster inclusive environments by addressing stereotypes, and highlight female role models.

Periodic Review of Data: We will periodically review pay and progression data to identify and address inequalities.

Flexibility in our working: Where practicable we will continue to accommodate flexible working policies and parental leave programs to support all employees in balancing work and personal commitments.

Ongoing review of initiatives: Continue to analyse and address insights from our annual Gender Pay Gap Reports and develop actions and initiatives as necessary over the coming years to address any issues arising.

This report will be published on the Irish Government Gender Pay Portal, and at sfpc.ie and will be accessible for three years.