



## 1. Introduction

### 1.1 About AIR Mullingar

Automated Industrial Robotics (AIR) is a modern, global manufacturing automation company, built on decades of experience from its established business units. We combine deep industry expertise with a dynamic, forward-looking approach to deliver innovative, reliable automation solutions. We operate across five key sites located in the USA, UK, and Ireland, serving customers worldwide with a unified commitment to quality, speed, and technical excellence. Today, AIR operates as a fully integrated organization, whose mission is to empower innovation, scalability, and long-term support by combining the engineering excellence of our people with the operational capabilities of our global facilities.

Our purpose is to make our clients more competitive by using robotics to increase their productivity, advance their capability and cut their costs.

We are an established, experienced team providing bespoke robotics solutions to clients, large and small, from cleanrooms to foundries, in Ireland, the UK and Northern Europe. In addition, we also provide, both direct and through our partners, a range of 'off-the-shelf' robotics systems.

The scope and depth of product and service lines we deliver is truly distinctive. We develop intelligent, elegant, tailored solutions for our bespoke client needs that are unique and innovative. We can also supply easy-to-install, proven and standardised robots which will work first time, every time.

We are one of the largest robotics solutions providers in Ireland today with customers across various sectors, including CPG (consumer packaged goods), food and beverage, medical devices, personal care, pharmaceutical, and industrial cloud solutions.

### 1.2 Purpose of this Report

This Gender Pay Gap Report has been prepared in accordance with the Gender Pay Gap Information Act 2021. It is based on a snapshot date of 24 June 2025 and reflects pay earned during the 12-month period from 25 June 2024 to 24 June 2025.

The gender pay gap represents the difference in average gross hourly earnings between men and women across the organisation. A positive gap indicates that, on average, women earn less than men, while a negative gap indicates that men earn less than women.

It is important to note that the gender pay gap is **not** the same as equal pay for equal work, which is a legal obligation under the Employment Equality Acts. An organisation may fully comply with equal pay legislation and still have a gender pay gap. This is because the gender pay gap reflects broader patterns in workforce composition, including:

- gender representation across different functions and job levels



- differences in progression rates and career pathways
- the proportion of men and women in full-time versus part-time roles
- variations in educational backgrounds and technical specialisations
- the impact of caring responsibilities on working patterns

These structural factors can influence the overall pay gap, even when pay policies are equitable.

### 1.3 Methodology

All figures presented in this report were calculated using HR and payroll data for all employees employed on the snapshot date. Calculations follow the statutory methodology and definitions provided in the official guidance, including:

- ordinary pay
- bonus remuneration
- benefits-in-kind (BIK)
- total working hours in the reporting period

## 2. Gender Pay Gap Metrics

### 2.1 Mean hourly pay gap

- Mean male hourly rate: **€26.99**
- Mean female hourly rate: **€26.78**
- **Mean gender pay gap: 1%**

### 2.2 Median hourly pay gap

- Median male hourly rate: **€23.47**
- Median female hourly rate: **€24.96**
- **Median gender pay gap: -6.4%**

### 2.3 Mean bonus pay gap

- Mean male bonus: **€8,029**
- Mean female bonus: **€5,263**
- **Mean bonus gap: 34%**

### 2.4 Median bonus pay gap

- Median male bonus: **€8,029**
- Median female bonus: **€5,263**
- **Median bonus gap: 34%**

### 2.5 Proportion receiving a bonus

- Men: **98%**
- Women: **100%**



## **2.6 Proportion receiving BIK**

- Men: **6%**
- Women: **25%**

## **2. Pay Quartile Distribution**

### **2.7 Lower quartile**

- Male: **21%**
- Female: **0%**

### **2.8 Lower middle quartile**

- Male: **29%**
- Female: **9%**

### **2.9 Upper middle quartile**

- Male: **28%**
- Female: **3%**

### **2.10 Upper quartile**

- Male: **9%**
- Female: **2%**

## **3. Narrative — Explanation of Results**

AIR Mullingar's gender pay gap results are shaped by the distribution of men and women across different functions and job levels within the organisation. The mean gender pay gap of 1% indicates that, on average, men earn slightly more per hour than women. This modest gap is typical in organisations where higher-earning roles, such as technical, engineering, or field-based positions, have stronger male representation.

In contrast, the median gender pay gap of –6.4% shows that at the midpoint of the hourly pay distribution, women earn more than men. This suggests that women are well represented in mid-level roles where hourly pay is consistent and where the pay structure is tightly aligned across the workforce.

Taken together, these figures indicate:

- A small number of higher-paid male roles influence the overall mean.
- Women are well-represented across mid-level roles, raising the median female hourly pay above the male midpoint.
- The organisation has a relatively narrow, stable pay structure, with most employees, male and female, clustered within similar pay bands.

Further factors influencing the results include:



### **3.1 Workforce Composition**

The organisation has a higher proportion of male employees in technical and engineering-based roles, which typically attract higher pay due to the skill level required.

### **3.2 Bonus Pay Structure**

The bonus gap (34%) is influenced by the fact that bonus levels are linked to role type and organisational responsibility. Roles with higher bonus potential currently have a larger male representation.

### **3.3 BIK Eligibility**

BIK eligibility is significantly higher among women (25%) compared with men (6%). This may reflect the types of roles held and the benefits associated with them but does not directly impact the hourly pay gap metric.

### **3.4 Quartile Representation**

Women's representation decreases at each successive pay quartile, indicating continued gender imbalance in senior technical and leadership roles. This pattern influences the mean pay gap, even though women perform strongly in mid-level positions.

Overall, the gender pay gap does not reflect unequal pay, but rather the distribution of roles and job types across AIR Mullingar.

## **4. Action Plan**

AIR Mullingar is committed to promoting fairness, diversity, and gender balance across all levels of the organisation. While the results demonstrate areas of strong female representation, particularly at mid-levels, there remain opportunities to improve representation in senior and technical roles. Key initiatives include:

### **4.1 Recruitment & Diversity Initiatives**

- Increasing outreach and recruitment efforts to attract more women into technical and engineering roles.
- Promoting diversity throughout candidate pipelines at all levels.
- Ensuring job advertisements are inclusive and gender-neutral language.

### **4.2 Development & Progression**

- Strengthening career pathways in technical and operational functions.
- Supporting internal development programmes that encourage progression into higher-level roles
- Reviewing succession planning to ensure balanced representation

### **4.3 Workplace Flexibility**



- Enhancing flexible working arrangements where feasible.
- Exploring additional measures to support work-life balance for all employees

#### **4.4 Pay & Bonus Structures**

- Ensuring transparency in bonus criteria.
- Conducting periodic internal equal pay audits to monitor fairness and consistency

#### **5. Summary & Commitment**

AIR Mullingar remains committed to maintaining a fair, equitable workplace and supporting gender balance across all levels of the organisation. Our gender pay gap results reflect workforce composition rather than issues of equal pay. We will continue to monitor our data, understand underlying patterns, and take proactive steps to support development, progression, and diversity across the business. AIR Mullingar is committed to transparency, continuous improvement, and fostering an inclusive environment for all employees.