



SES
Fly Certain

2025

**GENDER PAY GAP
REPORT**

Introduction

In keeping with Ireland's Gender Pay Gap Information Act 2021, this report details the gender pay gap for Shannon Engine Support (SES) headquarters in Ireland.

Under the Gender Pay Gap Information Act 2021, Irish employers are legally required to report their gender pay gap across a range of metrics, including mean and median hourly pay, bonus pay, and the distribution of men and women across pay quartiles. These reporting requirements apply to organisations with 50 or more employees from 2025 onward, with the goal of increasing transparency, supporting evidence-based action plans, and promoting long-term progress toward workplace gender equality.

What is the gender pay gap?



The difference between Equal Pay and the Gender Pay Gap

The Gender Pay Gap is not a measure of **Pay Equity**.

Pay Equity simply means there is no differentiation in employee remuneration because of gender or other illegitimate discriminatory factors. The application of **Pay Equity** ensures that women and men doing the same or comparable work are paid equitably, all other things being equal. SES is running periodic **Pay Equity** checks.

Under Irish government rules, the **Gender Pay Gap** measures the broad average and median of pay for men and for women across the organisation. The **Gender Pay Gap** takes no account of the different roles that may be occupied by men and women.

An organisation applying **Pay Equity** principles can still have a **Gender Pay Gap**. This is because **Pay Equity** requires equitable treatment within roles and positions, while the **Gender Pay Gap** does not take account of different roles and positions.

Understanding the gender pay gap metrics

Hourly Remuneration refers to the difference in total earnings between men and women on a mean (average) and median (middle ranking) basis across all our employees. A positive percentage indicates a gap in favour of men. A negative percentage (as for example for the mean hourly remuneration gap for our temporary workers) indicates a gap in favour of women.

Bonus Receivers sets out the proportion of men and of women who receive any form of bonus. 'Bonus' for this purpose included annual bonus and voucher awards.

Bonus Gap refers to the gap between men and women on the value of all bonus items taken together, across all employees who received a bonus.

The lower quartile sets out, in respect of the lowest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women.

The upper quartile sets out, in respect of the highest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women. The same logic applies to the lower middle quartile and the upper middle quartile.

Benefits in kind sets out the percentage of our people who are in receipt of non-cash benefits of monetary value, including for SES provision of a company car, dental and health insurance.

SES cannot publish an hourly remuneration gap for part-time workers, as we have no male part-time workers at the present time. All part-time workers are included within the overall figures.

Our Gender Pay Gap Metrics

The results below set out the gender pay gap metrics for SES in Ireland with a snapshot date of June 1st 2025 and a reference period of June 2nd 2024 to June 1st 2025. In the period under consideration, our headcount was 97, of whom 48 were women and 49 were men. The organisation had 2 part-time and 9 temporary employees at the snapshot date.

Hourly Remuneration	
Mean	Median
39.40%	34%

Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
Male%	Female%	Male%	Female%	Male%	Female%	Male%	Female%
45.80%	54.20%	29.20%	70.80%	54.20%	45.80%	72%	28%

Bonus Gap		Benefits in Kind	
Mean	Median	Male%	Female%
54.40%	75.90%	91.80%	83.30%

Temporary Contracts SES – 2024-5	
Hourly Remuneration	
Mean	Median
-57.60%	0.00%

The Reason for the Gender Pay Gap at SES.

The gender pay gap at SES primarily stems from imbalances in the representation of men and women across specific roles and levels within the organization. Specifically, the current gap is driven by a higher concentration of men in engineering and senior management positions. There are two main reasons why this has arisen. First, the predominance of men in senior levels of the aviation industry is changing only gradually: this affects the pool from which we can recruit at senior level. Second, our industry relies to a considerable degree on engineers, and it remains the case that there are many more men than women amongst those obtaining engineering qualifications.

Our Intentions

While role-specific and industry factors influence the current pay landscape at SES in Ireland, we are committed to promoting equal opportunities in recruitment and among our existing employees.

We actively seek to attract diverse talent into our industry by partnering with Junior Achievement Ireland and the University of Limerick to introduce students to our industry and company. Additionally, we support the development of engineering students and other technical disciplines through internship programs for UL students. While recruitment will always be based on merit, we ask for employment agencies to provide diverse slates of candidates where that is possible. Our 2025 intern intake had an equal gender balance.

Our people of all backgrounds, ethnicities and demographics have equal opportunities for career development. Both men and women in SES have been encouraged and supported in obtaining the IBEC Diploma in Management. An internal Women in Leadership programme was launched in 2025 to support peer to peer learning amongst the women working with us.

Our business policies support our commitment to inclusion. We look to accommodate those with family and caring commitments. We allow any employee to apply for flexibility in working hours. While asking employees to attend the office for a total of 3 days per week, we allow for those hours to be spread across times that suit individual circumstances. We support 26 weeks of paid maternity leave, and many of the men and women working for us take advantage of our supportive attitude towards parental leave.