ALTRAD

Our people create endless possibilities



Gender Pay Gap 2026

Altrad Services Ireland

Reporting period 1 July 2025 to 30 June 2026

uk.altradservices.com

We are proud to be the leading provider of support services for our nations critical infrastructure. People are fundamental to our success and our people strategy is aligned to deliver our commitment of building an inclusive and caring culture where everyone feels valued, supported and empowered to thrive.

Through placing people at the centre of our business we can confidently provide operational support of the highest standard whilst working safely and sustainably.

Our values are the basis of who we are.

RESPECT

SOLIDARITY

COURAGE

HUMILITY

CONVIVIALITY



Foreword

Our Commitment

At Altrad, our commitment remains focused on fostering a respectful, inclusive, and equitable workplace where every individual is valued and empowered to reach their full potential. We believe that diversity is not only a strength but also a key driver of innovation and excellence in our industry.

Addressing the gender pay gap is a fundamental part of our commitment to fairness, equity, and inclusivity. We view it not just as a legal or moral obligation, but as an essential step toward creating a culture where everyone, regardless of gender, is valued and rewarded fairly.

Progress & Future Work

This report provides insight into our current workforce composition and gender pay gap in Ireland, helping to inform our priorities and shape our future activities.

Work continues as we progress our journey and strive to reduce the gender pay gap within our organisation. From enhancing our people strategies to ensuring we attract, retain and develop talent from a diverse talent pool to strengthening our recognition and reward structures, we are taking proactive steps to create lasting change.

Approach

Our approach includes developing equitable recruitment practices, prioritising ongoing support and development opportunities for all our people, and cultivating a culture that promotes respect and equality. We remain dedicated to continuous improvement, regularly reviewing our policies and practices to ensure they align with our commitment to equality.

Looking Ahead

We pledge to uphold the principles of fairness and equality, striving to create a workplace where everyone has the opportunity to thrive. By working together, we can build a more inclusive future for our people, our industry, and the communities we serve.



Alex Spence

Executive Vice President – Human Resources

Understanding the Gap



What is the Gender Pay Gap?

This report outlines our gender pay gap reporting obligations in Ireland, as required under The Gender Pay Gap Information Act 2021. The Gender Pay Gap refers to the difference in average earnings between men and women across the workforce. It is expressed as a percentage of men's earnings and measured in two key ways:

- **Median Gap**: Compares the median (middle) hourly earnings of men and women.
- **Mean Gap**: Compares the average hourly earnings of men and women.

Understanding Our Data

The gender pay gap is a complex issue with multiple contributing factors. We continue to conduct thorough analyses of our results, identifying any disparities, and ensuring that our pay structure remains fair, transparent, and free from bias.

Key Influential Factors:

At Altrad Services Ireland Ltd, the gender pay gap is influenced by a higher proportion of men in leadership, operations and site-based roles. Although there has been an increase in female participation in these sectors over the past decade, overall representation remains relatively low.

Workforce Structure:

The gap is also shaped by our largely operative workforce. Differences in compensation structures, especially between salaried employees and the predominantly male operatives working under the Sectoral Employment Order, can lead to data distortions.

Commitment to Change:

We remain committed to driving diversity and inclusion across all levels of the organisation. The measures we have in place are designed to promote long-term change and greater pay equity, ensuring fairness for our people, regardless of gender.

Our Gender Pay Gap

Gender Headcount Split

Male
220

Female
33

Part-Time Employee Gender Pay Gap

Mean Gap:
N/A

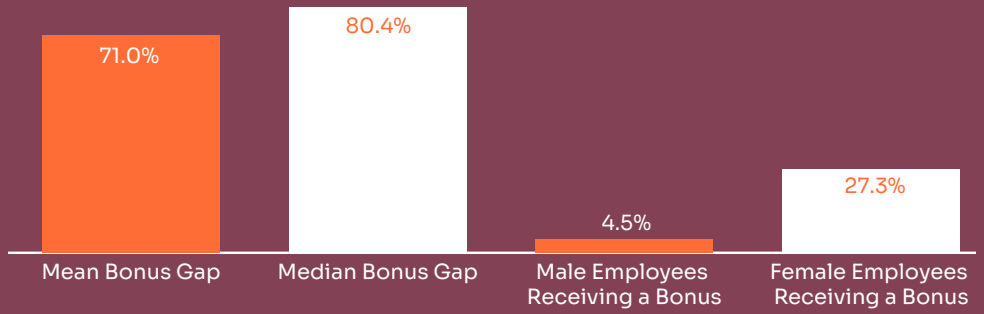
Median Gap:
N/A

There were no male part-time employees during the relevant comparison, therefore a gender pay gap cannot be calculated.

Overall Gender Pay Gap



Bonus Pay Gap and Participation



Temporary Contract Gender Pay Gap

10.5%
Mean gap

9.7%
Median Gap

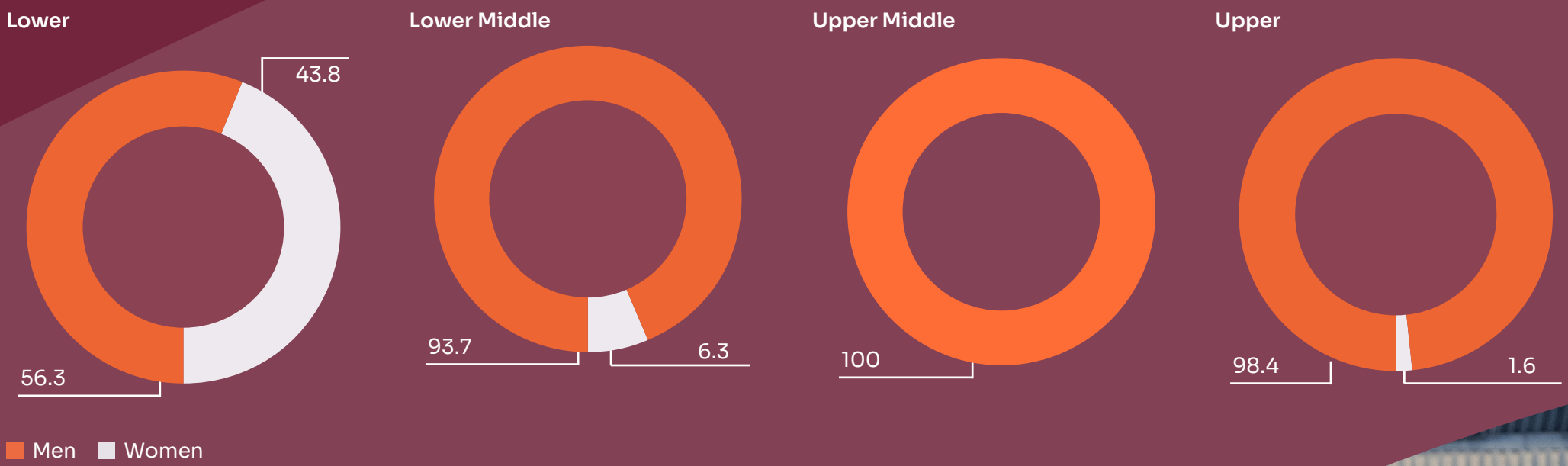
Benefits in Kind

Male
3.6%
Received benefits in kind

Female
15.2%
Received benefits in kind

Our Gender Pay Gap cont.

Gender Breakdown per Quartile





Diversity Progress

Diversity, Equity & Inclusion (DEI) Steering Committee:

The DEI Steering Committee sets the standard for building an inclusive and equitable culture with activities aligned to the People Strategy. A network of DEI Champions ensure our people are actively communicated with and have a voice.

Enhanced Female Focused policies and support:

We have introduced procedures including Breastfeeding Breaks, Leave for Medical Care and Domestic Violence as well as Flexible Working to ensure appropriate and accessible support is available for our female employees and their families.

Targeted DEI Questions in Employee Engagement Survey:

The annual employee engagement survey has evolved to include more targeted DEI related questions. Enhanced reporting capabilities has enabled a female focused review of results to identify areas of focus and steer efforts accordingly.

Recognition and Reward:

Creating a culture of recognition and reward within Altrad has developed at pace. Our annual Inspire Awards now include a dedicated category recognising excellence in Inclusive Behaviours and we are committed to celebrating our people for their efforts with regular news stories and case studies.

Inclusive Workplace Development:

Female-fit PPE is fully accessible for our female colleagues with our PPE catalogue expanded to include Altrad-branded female-fit overalls. We continue to work with clients to ensure adequate female facilities at site are accessible and of a high standard.

Strengthened DEI Development Opportunities:

All people have access to a range of DEI awareness modules and activities delivered at a local level to encourage participation and enhance personal accountability to creating an inclusive workplace.

Closing the Gap

As we make progress with our strategic plan we will continue to build on our three priority pillars and ensure progress is actively monitored for maximum impact:

Attract

We aim to increase diversity within our business and the wider industry by:

- Engaging with schools, colleges and training providers to promote career opportunities within the engineering, construction and industrial services sectors.
- Encouraging female participation in apprenticeship programmes, particularly in trades such as scaffolding and industrial insulation.
- Promoting the variety of career opportunities available within Altrad, including operational, technical, administrative, supervisory and management positions
- Using inclusive, transparent hiring practices, including blind recruitment, data monitoring, and gender-neutral content.
- Challenging traditional perceptions of male-dominated industries and encouraging women to consider careers within the sector.

Retain

We strive to be an employer of choice that focuses on talent retention by:

- Promoting a respectful and inclusive workplace culture across all offices, workshops and client sites.
- Supporting employees through maternity, paternity, parental and other relevant leave arrangements, alongside appropriate return-to-work support
- Supporting employee wellbeing through available resources, including our Employee Assistance Programme (EAP), delivered in partnership with Health Assured.
- Ensuring employees have access to appropriate PPE, welfare facilities and working conditions that support an inclusive workplace
- Recognising employee contributions through long-service awards, recognition initiatives and opportunities to celebrate achievements.

Develop

We continue to develop our people to create a high performing, diverse workforce by:

- Providing opportunities for experienced employees to share knowledge and expertise through mentoring and on-the-job development.
- Ensuring development decisions are fair, transparent and based on relevant skills, experience and performance.
- Aligning local people initiatives with Altrad Group's wider diversity, equity and inclusion objectives.
- Providing access to relevant training, qualifications, apprenticeships and professional development opportunities.
- Encouraging continuous learning and career progression across operational, technical and support functions.
- Supporting apprenticeship programmes in areas such as scaffolding and industrial insulation to develop future skills and industry talent.
- Supporting managers in developing inclusive leadership skills and promoting positive workplace behaviours.
- Identifying opportunities to increase female representation in operational, supervisory and management positions.

Declaration

Accuracy Statement

I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.

I give my personal commitment to drive a more equitable workplace for all at Altrad. We are dedicated to fostering an inclusive environment where every team member feels valued and supported.



Padraig Somers

CEO of UK, Ireland, Nordics & Poland

About Altrad

We are the leading provider of infrastructure services.

At Altrad, we turn ideas into reality, to transform our nation's critical infrastructure for the better. We solve some of the most critical challenges to enable our nation's vital assets to operate safely and sustainably.

With over 15,000* talented people and a heritage of continuous innovation, we provide the full spectrum of critical services including consulting, design, engineering, construction, asset life optimisation through the decommissioning for industries both onshore and offshore.

* Workforce as of 31st August 2025, reaching up to 16,000 at peak

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