

Ireland Gender Pay Report 2022

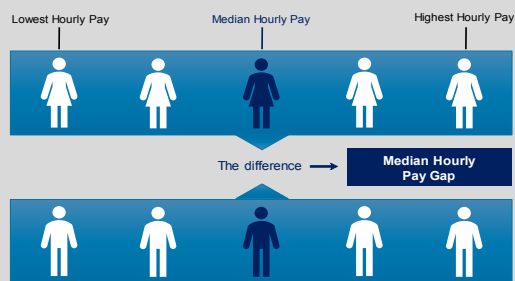


Publishing the Gender Pay Gap data is an opportunity to foster deeper understanding among our teams around the Gender Pay Gap and an opportunity to show how the Business moves forward on equality issues.

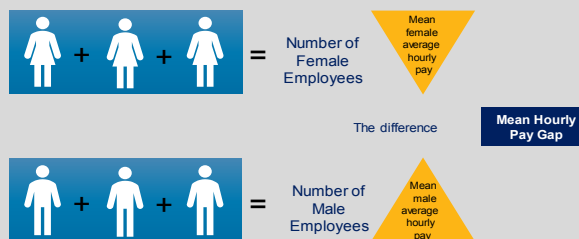
The Gender Pay Gap Reporting Regulations require all employers with 250 or more employees in Ireland to report their gender pay gap, showing how large the pay gap is between their male and female employees. The snapshot date was 30th June 2022.

The figures reported are based on calculations set out in the Regulations and must be reported every year.

How we calculate the gender pay gap median difference



How we calculate the gender pay gap mean difference



“Vertiv Ireland / E+I Engineering remain conscious and resolute in our approach of gender balance equality for equity of pay within the deliverance of roles. Current trends we believe reflect this ethos, with any existing disparity a result of role classification removed from any gender bias. Underrepresentation of females within the Manufacturing / Engineering sector continues with historical context, however, proudly does not negatively impact on gender pay gap direct production rates within Vertiv Ireland/ E+I Engineering.

We continue, through our extensive work via STEM targeting programmes, diligently target improved female streams of current and future employees into the workforce, whilst in parallel offer diverse opportunities and rewarding career pathways to existing employees within the wider organisation. A platform and culture of optimal equality is centre in our approach”

Wayne Searle
 Vice President, Human Resources, EMEA
 January 2023

Definitions

The principle of equal pay is:

The right for men and women to receive equal pay for equal work.

The gender pay gap:

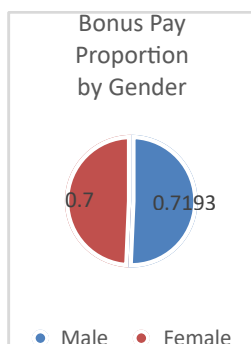
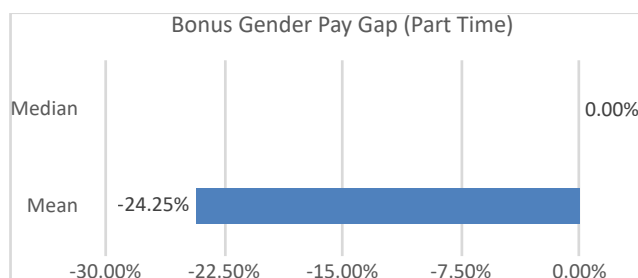
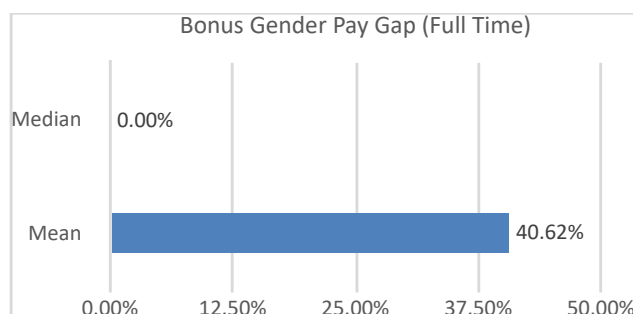
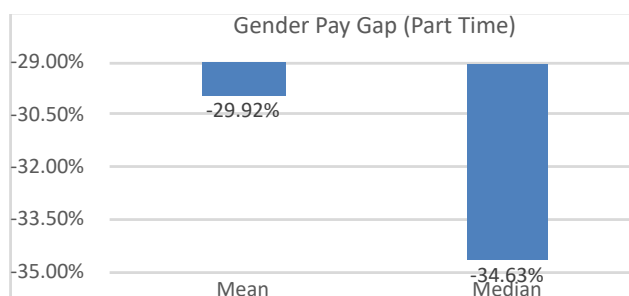
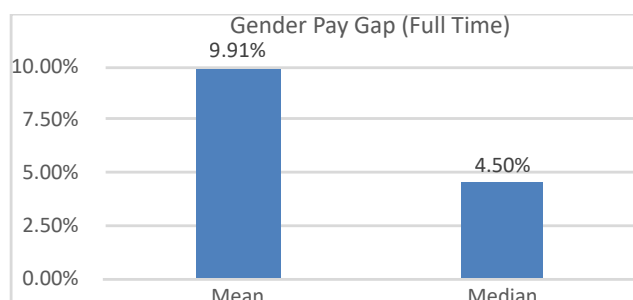
the difference in the average hourly pay between all male and female employees by the mean (or average) and the median (or the middle value in the range of hourly earnings) differences between pay and bonuses for men and women across the organisation, irrespective of their role or level in the organisation.

Gender Pay Report - 2022 Results

A diverse workforce is an important force for innovation, we believe that diversity is crucial to our ability to function effectively and will ensure the long-term success of Vertiv and E+I Engineering.

We believe that the following data reflects our company demographics and that we pay every employee (male/female) fairly and comparably for doing comparable roles.

- Vertiv and E+I Engineering is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.
- The main reason for our gender pay gap is due to a largely male workforce (90%) in line with the Manufacturing/Engineering industry which has a long history of underrepresentation of women.
- Vertiv and E+I Engineering is an equal opportunities and an equal pay employer. Females operating in our manufacturing facilities are paid the same basic pay and variable pay rates as their male colleagues undertaking the same duties.
- There is no gender pay gap recorded for our part-time employees.
- We are working diligently to address the under representation of women in these roles through initiatives such as those mentioned on page 1. We recognise that closing the Gender Pay Gap will take some time to achieve and we are committed to attracting a workforce that is diverse.
- Benchmarking is one way to encourage and assist us to drive change in the Gender Pay Gap.



Salary Quartiles - The proportion of **full-time** males and females in each quartile pay band is as follows:



	FEMALE % OF TOTAL QUARTILE	MALE % OF TOTAL QUARTILE
Upper Quartile	11%	89%
Upper Middle Quartile	8%	92%
Lower Middle Quartile	9%	91%
Lower Quartile	9%	91%

Salary Quartiles - The proportion of **part-time** males and females in each quartile pay band is as follows:

	FEMALE % OF TOTAL QUARTILE	MALE % OF TOTAL QUARTILE
Upper Quartile	100%	0%
Upper Middle Quartile	100%	0%
Lower Middle Quartile	100%	0%
Lower Quartile	66.6%	33.3%