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DAVENHAM SWITCHGEAR LTD · IRELAND

Gender Pay Gap Report 2025/26

At our snapshot date of 26th of June 2026, our mean gender pay gap was 20.4% and our median gender pay gap was 27.3%. In other words, women's average hourly pay was 20.4% lower than men's. This report explains what is behind these figures and what we are doing to reduce them.

About Davenham Switchgear Ireland

Davenham Switchgear designs and manufactures electrical switchgear in Ireland. Many of our people are qualified electricians, working in our manufacturing facility and on customer sites, supported by our engineering, commercial and support teams. We are committed to being a fair employer, where everyone is rewarded for the work that they do regardless of gender or background, and where women can build a long and rewarding career with us.

Like much of the electrical sector in Ireland, our workforce is predominantly male, and this is the main reason for our gender pay gap. At the snapshot date, 384 of our 403 employees were men (95.3%) and 19 were women (4.7%). Our electrician roles, around half of our workforce, require a completed Level 6 electrical craft certificate or an acceptable equivalent, and very few women in Ireland hold one. It has been reported that of the 2,024 people who completed the electrical apprenticeship in Ireland in 2025, just 31 were women (1.5%).

It's important to distinguish that the gender pay gap is not the same as equal pay. Our electricians and operatives are paid on set pay scales, so pay in these roles is transparent and gender neutral. Pay in our central and specialist roles is then set by role.

Understanding our gap

As well as the make-up of our workforce, two factors drive our gap. The first is overtime and allowances, which all count towards hourly pay. During the year, 93% of men earned overtime, compared with 37% of women, and only men received call-out and site specific allowances. Without overtime and these allowances, our mean gap would be 13.9%.

The second is where our women work. Our female colleagues work mainly in our central functions, with some in leadership roles, and 16 of our 19 women sit in the lower half of our pay range. With so few women, one hire or promotion can move our figures noticeably.

Our bonus gap needs to be read with the same care. A similar proportion of men and women received a bonus, but so few colleagues received one that a single payment can move our bonus gaps sharply. This is why our mean and median bonus gaps point in opposite directions.

Our commitments as a business

Our gap mainly reflects how few women work in our trades and our industry and these are the steps we are taking to build a better balance.

Fair recruitment

This year, all of our hiring managers completed recruitment training on recognising bias. At least one woman is considered for every mid-management and senior management role, and we check all of our job adverts for gender-neutral language and an equal opportunities statement. Together, these steps help make sure every candidate is assessed fairly on their skills and experience.

Talent pipelines

Increasing female representation is an active effort across our business, not just a plan. As we grow, we are working to attract more women into our business, within the qualification and market constraints of our industry, and we focus on gender balance in our talent pipelines and workforce planning so that we hire the right mix at all levels. We are a proud equal opportunity employer.

Mentoring and development

All of our female colleagues have been invited to join ELLE, our group's international women's network. Active in more than 20 countries, ELLE promotes gender diversity across the group and with all its stakeholders. The aim of ELLE is also to help women realise their potential as individuals and as contributors to the future success of our company, our customers and our communities. Alongside networking, it offers professional development training, career navigation tools and a mentoring programme that pairs women one-to-one with leaders across the group. The group meets quarterly, and its programme of events has been very positive so far. We will keep investing in the ongoing progression of female talent.

Targets and policies

We have set internal targets for female representation across our business, to build greater balance in what has historically been a male-dominated industry, and we track our progress against them. In 2024 we launched our first employee handbook suite, setting out our people policies in one place, and we will build on it with new policies in 2027.

Our figures in detail

These are the measures required under the Gender Pay Gap Information Act 2021, for the twelve months to 26th of June 2026. A negative figure means women's average pay was higher than men's.

Pay gap	Mean	Median
Hourly pay, all employees	20.4%	27.3%
Hourly pay, part-time employees	−25.2%	−17.2%
Hourly pay, temporary employees	−3.3%	−3.3%
Bonus pay	42.9%	−19.0%

Employees receiving	Men	Women
A bonus	6.8%	5.3%
A benefit in kind	0.3%	0.0%

Our part-time, temporary and bonus groups are very small, so one person's pay can swing these figures sharply. This is why some are below zero and the mean and median bonus gaps point in opposite directions.

Pay quartiles

Everyone ranked by hourly pay and split into four equal groups, showing the share of men and women in each.

