

GENDER PAY GAP REPORT 2025



RHOMBERG SERSA IRELAND

GENDER PAY GAP

REPORT 2025

WHAT IS THE GENDER PAY GAP?

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. The gender pay gap is different to equal pay which is a legislative requirement to pay equally for equal work.

WHAT IS GENDER PAY GAP REPORTING?

The Gender Pay Gap Information Act 2021, implemented in 2022, set out employers' obligations in relation to gender pay gap reporting. From 2024, this act, and subsequent regulations, specified that all employers with 150 or more employees report annually on their gender pay gap (GPG), taking a 'snapshot' date in June and reporting by the same day in December.

From 2025, employers of 50+ employees are required to report. This is the first GPG report completed by Rhomberg Sersa Ireland.

The Gender Pay Gap Information Act requires employers to provide the following specific information.

- 1** The mean and median pay gap in hourly pay between male and female employees.
- 2** The mean and median pay gap in hourly pay between part-time male and female employees.
- 3** The mean and median pay gap in hourly pay between temporary male and female employees.
- 4** The mean and median bonus pay gap between male and female employees.
- 5** The percentage of male and female employees who received bonus pay.
- 6** The percentage of male and female employees who received benefit in kind.
- 7** The percentage of male and female employees in each of four pay band quartiles.



OUR GENDER PAY GAP REPORT 2025



EQUAL PAY

As an employer, Rhomberg Sersa Ireland provides equal pay to men and women who are undertaking the same role. We monitor this regularly to ensure that parity is maintained.



OUR GENDER PAY GAP

The gender pay gap shows the difference in the average pay between men and women in our company. The gender pay gap results from gender imbalance. By this we mean, having fewer women in senior roles relative to men.



KEY CAUSE OF OUR GENDER PAY GAP

Like so many other railway companies, the key driver of our gender pay gap is the challenge we face to attract females into the sector, and retaining them throughout their career. This results in fewer females in senior positions than we would like. However, it is more complex than that.



OUR PLAN TO CLOSE THE GAP

We are committed to taking a leading role to encourage the next generation of talent, particularly young females, to pursue a career in railway companies. We will also do all that we can to retain and advance our existing female employees. This is the only sustainable way to address the gender pay gap in the long term, both in our sector and in our company.



PAY GAP

Is the difference in average pay between two groups in a workforce.



EQUAL PAY

Is paying the same to all employees for undertaking the same or similar work.

GENDER PAY GAP REPORTING RESULTS REPORT FOR RHOMBERG SERSA IRELAND LTD

(28 JUN 2025 at 10:24)

GPGR Snapshot Date: 27 June 2025

Default Salaried Weekly Hours if Zero: 40.00

Difference between employees of the Male Gender and that of the Female Gender, expressed as a percentage of the Male Gender.

	Mean %	Median %	Mean Male	Mean Female	Median Male	Median Female
Hourly Remuneration	12.67	15.58	36.31	31.71	33.69	28.44
Bonus Remuneration	-13.19	0.00	3684.62	4170.60	500.00	500.00
Part-time Hourly Remuneration	-158.25	-158.25	12.00	30.99	12.00	30.99
Temp Contract Hourly Remuneration	100.00	100.00	15.00	0.00	15.00	0.00
	Male %	Female %	No. of Males	No. of Females		
Percentage Paid Bonus	87.72	100.00	50	7		
Percentage Received BIK	80.70	100.00	46	7		

Respective percentages of all employees who fall within each Quartile who are of the Male Gender and who are of the Female Gender.

	Male %	Female %	Minimum Remuneration	Maximum Remuneration	No. of Males	No. of Females
Quartile 1 Lower	81.25	18.75	12.00	28.06	13	3
Quartile 2 Lower Middle	81.25	18.75	28.17	33.12	13	3
Quartile 3 Upper Middle	100.00	0.00	33.21	40.24	16	0
Quartile 4 Upper	93.75	6.25	40.62	83.05	15	1

Observations

GPGR Data is based on "When Paid" rather than "When Earned"	
Start date of the Set	28 June 2024
End date of the Set	27 June 2025
Total Employees in the Set	73
Employees excluded from the Gender Pay Gap Report	9
- Not employed on snapshot date	9
- Employment type is Exclude	0
- Gender is Other	0
Employees in the Gender Pay Gap Report	64
- Employees who are Male	57
- Employees who are Female	7
- Permanent Employees who are Male	55
- Permanent Employees who are Female	6
- Part time Employees who are Male	1
- Part time Employees who are Female	1
- Temporary Contract Part-Time Employees who are Male	0
- Temporary Contract Part-Time Employees who are Female	0
- Temporary Contract Full-Time Employees who are Male	1
- Temporary Contract Full-Time Employees who are Female	0



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