Gas Networks Ireland

gasnetworks.ie

Gender Pay Gap Report

2026



Executive summary

This year, our mean gender pay gap moved from 3.9% in 2025 to 6.8% in 2026, and our median gender pay gap increased from 2.5% to 4.6%. While we are disappointed to see the pay gap increase this year, we recognise that progress is not always linear and remain committed to the steps we are taking to build a more diverse workforce for the future.

The result this year coincides with changes in workforce demographics, and we remain encouraged by progress in several important areas, including in leadership representation and female participation across our talent pipeline.

The change is largely driven by shifts in our workforce composition during the reporting period, as we welcomed a higher proportion of female students, strengthening our future talent pipeline and supporting our long-term gender balance ambitions. As these roles are typically at earlier career stages, however, they have had a short-term impact on the overall pay gap.

Last year's results were favourably influenced by a large intake of first-year apprentices, the majority of whom were male and entered on entry-level salary scales.

As that cohort has progressed, this temporary effect has reduced. The figures were also influenced by senior-level appointments, together with higher levels of standby, overtime and shift-related payments in operations where male representation remains higher.

As with previous years, we continue to be influenced by factors beyond our direct control, including STEM skills shortages and the historical gender imbalance within the utilities sector. Nevertheless, we remain committed to improving gender balance through targeted talent attraction initiatives, inclusive recruitment practices, learning and development programmes, succession planning, and progressive people policies.

While meaningful change takes time, our commitment is unwavering, and we will continue to take deliberate action to improve gender balance across our workforce and leadership pipeline, creating lasting progress towards a more equitable Gas Networks Ireland.



Nicola McSweeney,
People Director

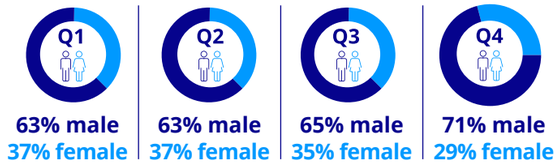


Bobby Gleeson,
Chief Operations Officer

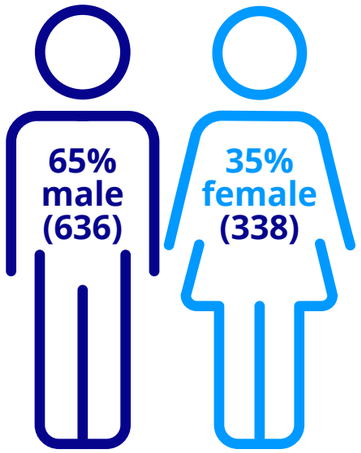
The data

As per the Gender Pay Gap Information Act 2021, the following infographics outline the data gathered by Gas Networks Ireland, based on a snapshot of time in June 2026.

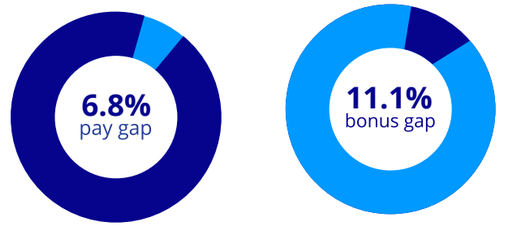
Percentage of males and females when divided into four quartiles



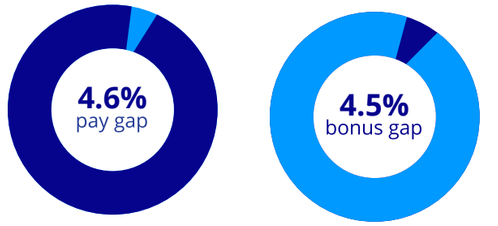
Gender representation



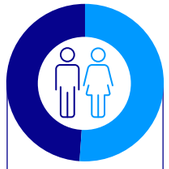
Mean (pay and bonus)



Median (pay and bonus)



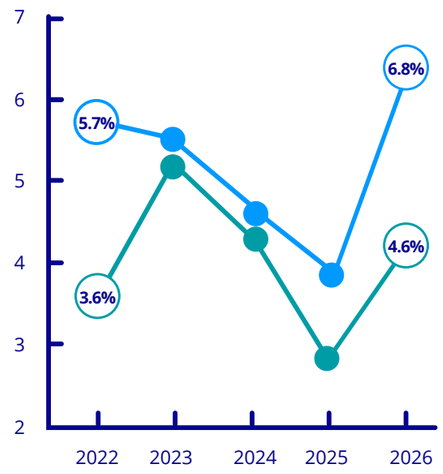
Proportion of bonus received



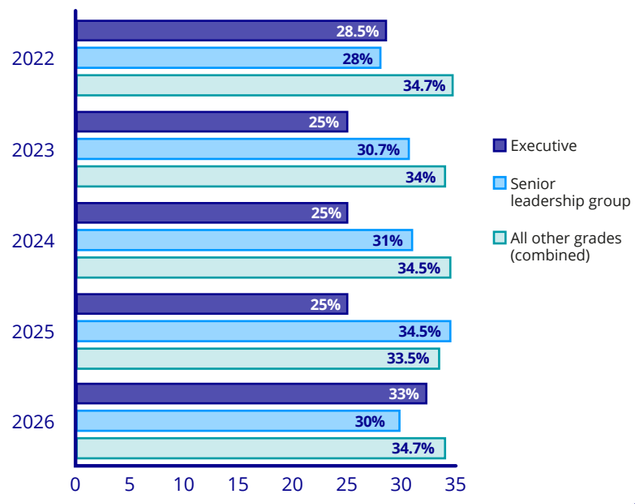
82% male

81% female

Gender pay gap trends over time



Senior female representation over time



Understanding the pay gap

The gender pay gap

Gender pay gap (GPG) is defined as the % difference between the average or mean and median hourly remuneration and bonus remuneration of women and men, regardless of their seniority.

The mean pay gap

The mean gender pay gap measures the difference in average hourly earnings, including bonuses, between women and men.

The median pay gap

The median gender pay gap compares the median hourly pay (including bonus) of the middle-paid woman and the middle-paid man by ranking all employees from highest to lowest pay and taking the middle value.

Gender representation

The gender breakdown of Gas Networks Ireland significantly influences our gender pay gap.
Our workforce consists of 65% (636) male employees and 35% (338) female employees.

Mean and median pay gap

The mean gender pay gap increased to 6.8%, with the median pay gap rising to 4.6%. This movement is largely attributable to workforce demographic changes. Key drivers include an increased proportion of female students, changes in senior-level representation, a higher number of women joining the organisation who were not yet eligible for a Performance Related Award (PRA) at the reporting date, and a higher impact of overtime and standby payments, which remain more prevalent in male-dominated operational roles.
In addition, the temporary downward effect on the male average salary created by a large intake of first-year apprentices in the previous reporting period was not replicated to the same extent this year.

Mean and median bonus gap

The mean bonus pay gap was 11.1%, broadly unchanged from 2025, and the median bonus pay gap increased to 4.5%. While bonus eligibility is applied equally to men and women, the gap is influenced by higher-value bonuses being associated with more senior roles, where male representation continues to be higher.

Quartiles

Quartiles divide the workforce into four equal groups (25% each) based on employees' hourly pay rates. Women represent 37% of employees in both the lower and lower-middle quartiles, 35% in the upper-middle quartile and 29% in the upper quartile. While representation in the upper quartile has improved from 27% in 2025, women remain underrepresented in higher-paid roles overall.

Proportion of bonus received

81% of women and 82% of men received a bonus in 2026, indicating broadly similar levels of bonus participation across the organisation. The small difference between male and female participation rates is attributable to the timing of employees joining the organisation and their eligibility for the Performance-Related Award (PRA) within the reporting period, rather than any underlying gender-related disparity.

Proportion benefits in kind (BIK)

14.3% of men received Benefits in Kind (BIK) compared to 9.2% of women, reflecting the higher representation of men in certain operational and senior roles where these benefits are provided. BIK typically refers to non-cash benefits such as a company car, health insurance contributions, or professional subscriptions.

Mean and Median pay gap of part-time employees

No data is available for 2026 as there are no part-time males to compare.

Mean and median pay gap of temporary contract employees

Pay outcomes for temporary contract employees remain broadly balanced. While men earned 4.3% more on average in 2026, the median pay gap of -3.9% indicates that the typical female temporary employee earned 3.9% more than the typical male temporary employee.
Pay gap figures for temporary employees can vary from year to year due to the relatively small population and the fixed-term nature of these roles.



Our progress

While our gender pay gap increased in 2026, we remain committed to creating meaningful and sustainable change. The following initiatives formed part of our ongoing efforts in 2026 to improve gender representation and reduce the pay gap over time.

Leadership representation

In 2026, female representation at Executive level increased to 33%, up from 25% in 2025, reflecting positive progress in women's representation at the most senior levels of the organisation. Subsequently, representation within the Senior Leadership Group reduced to 30% following organisational changes and executive appointments during the reporting period.

Internal mobility

Women filled 42% of internal appointments in 2026, well above Gas Network Ireland's overall female representation of approximately 35%.

Encouragingly, women also represented 46% of all promotions during the reporting period, up 14% on 2025, reflecting the impact of our ongoing efforts to support female development and progression.

Female Empowerment Programme

In 2026, 27 employees commenced our award-winning Female Empowerment Programme. Since its launch in 2023, 104 employees have completed the programme, with 56% of graduates progressing through a promotion, acting-up opportunity, lateral move or secondment, helping female progression and building leadership capability across Gas Networks Ireland.

Supporting gender balance through policies

In 2026, we introduced our Pregnancy Loss Policy, and Gender Identity and Expression Policy, along with our Fertility Treatment Supports Policy. While policies alone do not address the gender pay gap, they play an important role in creating a workplace where employees feel supported through different life stages and experiences, and are key to supporting our ambition to improve gender balance.

Expanding talent partnerships

We also expanded our recruitment reach through partnerships with Back to Work Connect and myGwork, helping us connect with a broader and more diverse talent pool. We also launched a mentoring programme with WorkEqual, providing employees with opportunities to support and develop talent from underrepresented groups.





Spotlighting progression

Participants of the 2025-2026 Gas Networks Ireland Female Empowerment Programme share how the experience positively influenced their personal and professional growth.



Aisling Flanagan

Starting role: Sales Administrator, 2001

Current role: Customer Contract Manager, 2026

"I found the Female Empowerment Programme to be a very positive and worthwhile experience both personally and professionally. The programme gave me the opportunity to step back, reflect on my strengths, and gain a better understanding of how to continue to develop my career. It gave me the confidence to put myself forward for internal opportunities and, importantly, to learn from the process regardless of the outcome. A key benefit was also connecting with other female colleagues across the organisation."



Laura Ryan

Starting role: Future Networks Engineer, 2021

Current role: Network Forecasting Manager, 2024

"The Female Empowerment Programme provided me with an excellent opportunity to check-in on my own personal development. The programme coordinators were highly knowledgeable and provided valuable 1:1 coaching, helping me to recognise my strengths and identify opportunities for continued growth, both professionally and personally.

It was extremely well-organised and engaging, and came at a particularly important stage in my career development."



Looking to 2027

Our long-term focus remains on addressing the drivers of the gender pay gap and building a more gender-balanced organisation.

In 2027, Gas Networks Ireland will continue to strengthen its talent pipeline, expand inclusive recruitment partnerships, and support the development and progression of women across all levels of the business.

We will build on progress in female representation and continue to address gender imbalances in operational roles through targeted attraction, development and succession planning initiatives.

Appendix:

2026 Gender pay gap information

The following data, based on a snapshot taken in June 2026, outlines the key gender pay gap metrics across Gas Networks Ireland.

	2026	2025
% difference of Mean for all staff, as % of men's salary - all staff	6.8%	3.9%
% difference of Mean for part-timers*	n/a	n/a
% difference of Mean for temp contracts	4.3%	-5.5%
% difference of Median for all staff, as % of men's salary - all staff	4.6%	2.5%
% difference of Median for part-timers*	n/a	n/a
% difference of Median for temp contracts	-3.9%	-19%
% difference of Mean Bonus	11.1%	11.3%
% difference of Median Bonus	4.5%	3.7%

	2026		2025	
	Male	Female	Male	Female
% of men who got a bonus, % of women who got a bonus	82%	81%	86%	90%
% of men getting a BIK, % of women getting a BIK	14.3%	9.2%	13%	9%
% split in lower quartile	63%	37%	66%	34%
% split in lower middle quartile	63%	37%	64%	36%
% split in upper middle quartile	65%	35%	64%	36%
% split in upper quartile	71%	29%	73%	27%
Staff Population	636	338	608	304
	65%	35%	67%	33%

*There are no part-time males to make a comparison

Gas Networks Ireland

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and Saturday 9am – 5.30pm

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