HARRIS GROUP

# 2025 Gender Pay Gap

Republic of Ireland

harrisgroup.ie

# Introduction

**At Harris Group, our goal is to foster a workplace where each employee is appreciated and empowered to reach their highest potential. We also understand how vital it is to maintain balanced gender representation across the company, especially among senior management.**
**Harris Group is one of Ireland's longest established importers and distributors of commercial vehicles. As a prominent employer in a traditionally male dominated field, we recognise the importance of diversity and equity in its workforce. Measuring the gender pay gap is a tool for identifying areas where disparities exist, promoting transparency, and guiding efforts to ensure equal opportunities. This commitment not only supports compliance with statutory requirements, but also aligns with our goals to attract, develop, and retain talented individuals regardless of gender.**

We are proud to be dedicated champions for women in the workplace and we are committed to increasing the representation of women across the business, and in senior management positions. This commitment has been instrumental in driving the transition from a traditionally male dominated leadership structure toward a more gender balanced senior management team, reflecting the company's ongoing efforts to foster equity and inclusion.
This Gender Pay Gap Report is prepared in compliance with The Gender Pay Gap Information Act 2021 which introduced the legislative basis for gender pay gap reporting in Ireland. Under recent amendments to legislation, organisation's with more than 50 employees are now required to report by selecting a "snapshot" date in the month of June to base its reporting. 2025 marks the first year we are required to report. This report provides a transparent account of pay, bonus, and benefits disparities between male and female employees on the chosen the snapshot date of 30 June 2025 for the purposes of our reporting requirements. This report is published in accordance with Irish law. All calculations and disclosures are based on the definitions and formulas set out in the legislation.

What is the Gender Pay Gap?

The gender pay gap in Ireland refers to the difference in average hourly earnings between men and women across a workforce, expressed as a percentage of male earnings. For the purposes of gender pay gap reporting and legislation, employers are required to calculate and disclose specific metrics that highlight disparities in pay, bonuses, and benefits between male and female employees. This legal framework aims to promote transparency, encourage employers to examine the underlying causes of any gaps, and support efforts to achieve equal pay and opportunities for all employees, regardless of gender.

# Gender Pay Gap Summary

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**+%** A positive percentage means that the data is favourable to male employees.

**-%** A negative percentage means that the data is favourable to female employees.

The mean hourly rate is the average hourly rate.
The median hourly rate is the middle data point in a range of hourly rates.

## All Employees

We have a mean gender pay gap of 10.05% in favour of male employees.

We have a median of 6.73% in favour of male employees.

## Part time Employees

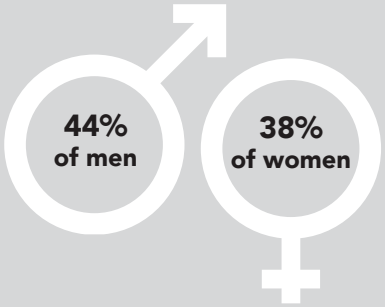
We have a mean gender pay gap of 1.86% in favour of male employees.

We have a median of 11.76% in favour of male employees.

## Bonus - All Employees

We are required to report the percentage of men and percentage of women who receive a **bonus.**

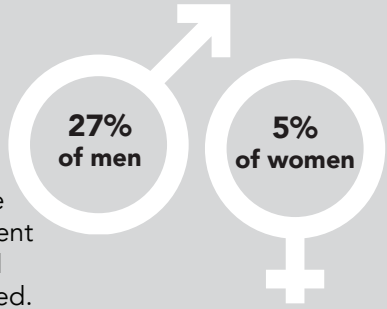
The difference is impacted by the timing and impact of employee joiner and leaver activity.




## BIK - All Employees

We are required to report the percentage of men and percentage of women who receive **benefits in kind.**

The main benefit in kind provided are company cars which are role dependent and apply mainly to sales or technical roles which tend to be male dominated.

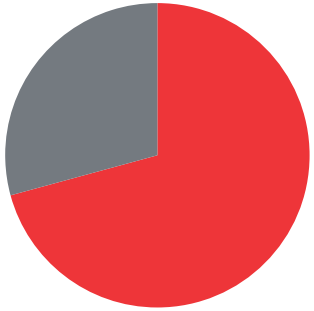



**The gender pay gap shows the difference in the average hourly rate of pay between men and women, expressed as a percentage of average male earnings. The closer the percentage is to zero, the narrower the gap. We are required to report on mean and median data.**

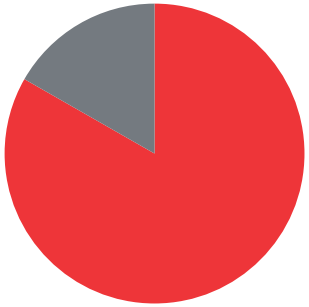
**The gender pay gap data includes all aspects of remuneration, including base pay and bonus.**

**The gender pay gap is due to a significant majority of male employees as the industry is historically male dominated.**

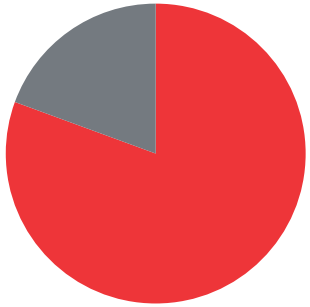
# Gender Pay Gap Quartile based on Gender



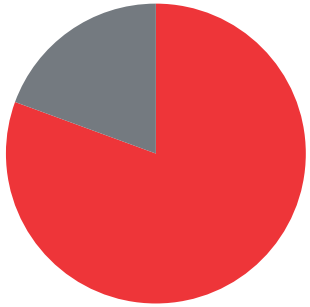
**Quartile 1 Lower**
72% Male
28% Female



**Quartile 2 Lower Middle**
84% Male
16% Female

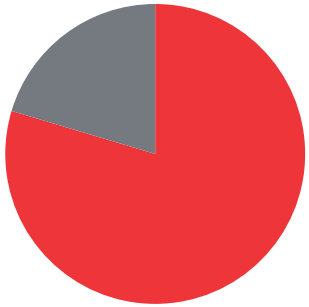


**Quartile 3 Upper Middle**
80% Male
20% Female



**Quartile 4 Upper**
80% Male
20% Female

**Total Gender Breakdown**
80% Male
20% Female



# Gender Pay Gap Analysis

**The gender pay gap analysis shows disparities across hourly pay, bonuses, and benefits in kind.**

**The mean hourly pay gap stands at 10.05% in favour of men, and the median gap at 6.73% in favour of men in 2025. While for part-time employees the mean hourly pay gap is 1.86% in favour of men and the median is 11.76% in favour of men.**

Bonus gaps are higher, with a mean gap of 71.65%, largely due to the concentration of high-value bonuses among senior male employees. It is also impacted by the timing and impact of employee joiner and leaver activities, as a number of female employees commenced in senior management in 2025, after bonuses had been distributed.

Benefit in kind also shows a disparity, with 26.6% of men receiving BIK compared to only 4.8% of women. This is largely due to the provision of company cars which is generally based on role requirements, which tend to fall to male employees.

**Pay quartile analysis demonstrates that men dominate all quartiles.**

# Industry Context and Progress

The gender pay gap reported is influenced by the historic structure of the industry. Traditionally, sales, technical and operational roles have been male-dominated, while roles with higher female representation have often been concentrated in support functions. This legacy is reflected in our current pay quartile data.

Despite these historic imbalances, we have made significant strides in the past 12 months. The year 2025 marks a pivotal point for us, with the recruitment and promotion of a number of women into senior management roles and a conscious effort to diversify the types of roles women occupy across the business.

Efforts to address these disparities also include a renewed focus on increasing diversity within traditionally male dominated areas such as senior management and service/workshop. Notably, 2025 marks an increase in female representation in the workshop marking a significant step towards a more balanced workforce. Looking ahead, we intend to make further progress by updating workshop facilities in 2026 to provide appropriate provisions for women, ensuring a more inclusive environment for all employees.

# Action Plan to Address Gender Pay Gap

**Increase female representation in senior roles by setting clear targets for women in leadership positions and monitor progress.**

**Review bonus structures to ensure bonus criteria are transparent and equitable, with gender impact assessments built into decision-making.**

**Mentorship programs to expand programs to support career progression for women.**

**Flexible working and family support to enhance policies for maternity, paternity, and parental leave.**

**Delivery of unconscious bias training and promotion of inclusive leadership practices.**

**Conduct yearly gender pay gap audits to track progress and adjust strategies as needed.**

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