

Egis Road & Tunnel Operation Gender Pay Gap Report 2025



Egis Road & Tunnel Operation

Who we are

Egis Road and Tunnel Operation ('Erto') was established in Ireland in 2005 and is part of the Egis Group,. ERT0 is dedicated to ensuring the efficient management and operational excellence of critical infrastructure projects in Ireland. We operate and maintain over 470km of the country's motorways as well as the Dublin Tunnel, Jack Lynch Tunnel and Limerick Tunnel. We combine sustainability, safety, and quality management practices to deliver top-tier services to our client, Transport Infrastructure Ireland (TII) and to the public. Our team is committed to innovation, safety, and performance, offering a dynamic and inclusive work environment.

What we do

ERTO serves as the contractor, responsible for delivering comprehensive services including routine and preventive maintenance, asset renewals, and upgrades, in alignment with health, safety, and environmental standards on the roads and Tunnels under our care. ERT0 plays a key role in coordinating with stakeholders, ensuring compliance with ISO-certified management systems, managing risks, optimising asset performance, and implementing sustainability initiatives to reduce the environmental impact of operations. Additionally, ERT0 oversees the safety documentation, change control processes, and ensures that all activities align with Transport Infrastructure Ireland's goals for efficiency, resilience, and sustainability.

Who is included in this Gender Pay Gap Report?

All persons employed by ERT0 on the snapshot date 31st May 2025 including employees not rostered to work on that date and employees on leave were included in the data behind this Report.

The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland and requires organisations to report on their hourly gender pay gap.

Organisations with over 50 employees are required to report by selecting a "snapshot" date in the month of May to base their reporting. The snapshot date chosen was 31st May 2025 A headcount of all employees on this date was carried out, and the gender pay information was calculated based on those employees' remuneration between 1st June 2024 and 31st May 2025.

What do we mean by 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 Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics.

Key Results Summary for ERTO

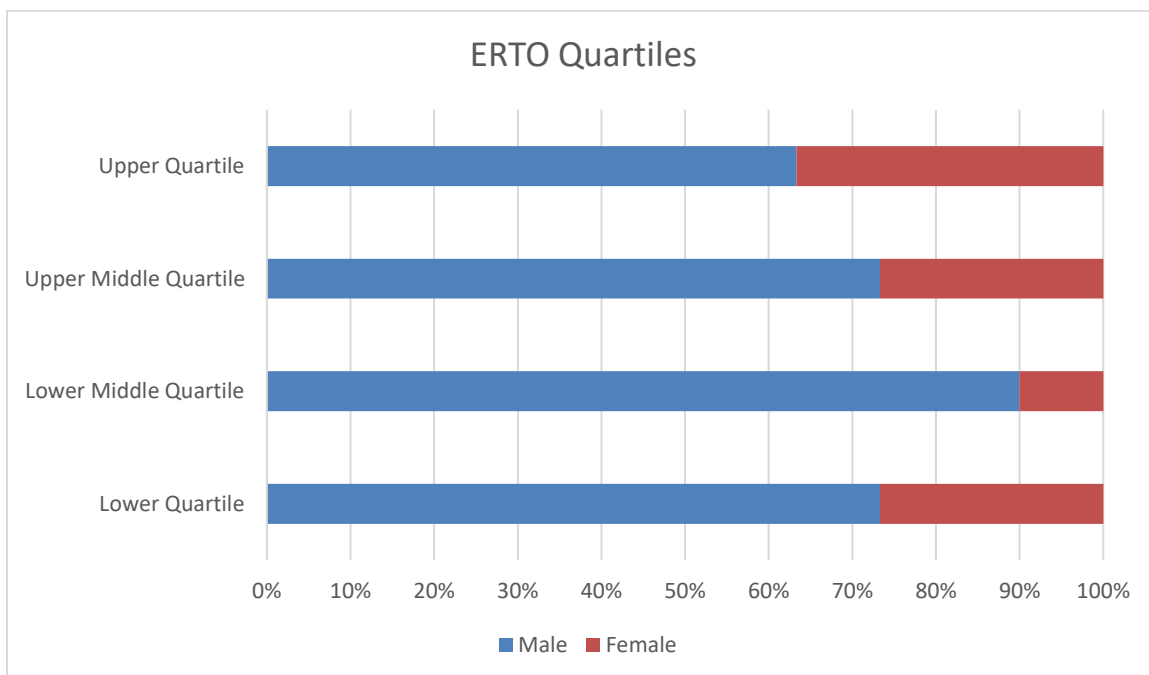
Workforce Profile

Gender	Permanent	Temporary (Seasonal)	Part Time	Total Employees
Female	21.67%	1.66%	1.66%	25%
Male	74.16%	0.00%	0.83%	75%
Total	95.83%	1.66%	2.49%	100.00%

Gender	Permanent	Temporary (Seasonal)	Part Time	Total Employees
Female	26	2	2	30
Male	89		1	90
Total	115	2	3	120

Quartile Pay Bands

	Quartile 1 - Upper	Quartile 2 – Upper Middle	Quartile 3 – Lower Middle	Quartile 4 - Lower
Male	63.3%	73.3%	90%	73.3%
Female	39.7%	26.7%	10%	26.7%



The gender balance within the business continues to be influenced by role type and the sector. Generally, our data suggests men are more likely to apply for operational roles, while women have been more likely to apply for office-based roles, in a road operations firm. Further more senior level positions in an operations firm have attracted a higher proportion of engineering graduates and experienced engineers, quantity surveyors. These disciplines experience a strong gender imbalance, as has been widely reported. ERTO supports initiatives aimed at increasing female participation in STEM subjects at school level and onwards.

Remuneration Gender Pay Gap

Category	Percentage
Mean Hourly Remuneration	16.81%
Median Hourly Remuneration	9.83%

Category	Eur
Mean Male Hourly Remuneration	28.55
Mean Female Hourly Remuneration	23.75

Category	Eur
Median Male Hourly Remuneration	22.38
Median Female Hourly Remuneration	20.18

Bonus Gender Pay Gap

Category	Percentage
Proportion of Males paying BIK	1.11%
Proportion of Females paying BIK	0.00%

Category	Percentage
Proportion of Males receiving bonuses	7.78%
Proportion of Females receiving bonuses	3.33%

BIK and Bonuses are linked primarily to managerial positions.

Analysis of the Findings

At ERT0, diversity and inclusion are important to us, however, we do recognise that our organisation's gender pay gap continues to reflect the broader structural characteristics of the industry in which we operate. As a sector, we have historically seen a higher proportion of male employees in technical and operational roles, as well as in senior and managerial positions. These industry-wide patterns influence the distribution of roles within our workforce and, consequently, the average pay levels reported.

A key contributor to our current gap is the limited number of female applicants for managerial and leadership positions. Over the past reporting period, we have seen significantly fewer applications from women for these roles. This trend is consistent with market data across our industry, where female representation in senior talent pipelines remains comparatively low. As a result, the pool from which we can recruit or promote into higher-paid roles is narrower, which maintains the imbalance in average earnings.

Despite these challenges, we remain committed to addressing the root causes of the gap. We are focused on improving representation at all levels by strengthening internal development pathways,



expanding outreach in our recruitment processes, and continuing to foster an inclusive environment that supports career progression for all.

While the gender pay gap observed this year reflects long-standing market dynamics, we view this as an opportunity for continued improvement. Our goal is to ensure that the future composition of our workforce evolves in a way that more accurately represents the talent available across the wider community.

Key Actions

At ERTO, we are committed to supporting, retaining, and progressing the women who already work with us and will continue to work proactively to attract more women into our organisation through the initiatives outlined below:

Strengthen Talent Pipelines for Managerial Roles

Develop targeted leadership development programmes aimed at supporting underrepresented groups to progress into supervisory and managerial roles

Fair and transparent recruitment practices

ERTO is an equal opportunity employer, and we appoint individuals on the basis of their suitability and future potential for the job. Our recruitment and selection processes are open, transparent, and designed to ensure genuine equality of opportunity.

Work–Life Balance

We provide a broad range of leave options accessible to all employees, including paid maternity and paternity leave. Additional annual leave is awarded in line with service. We also have a company Work from Home policy which can be used by our back office support service roles for up to two days per week. Flexible working arrangements are also provided where the role allows.

Learning and Development

ERTO is committed to supporting ongoing learning and development to ensure every employee has the opportunity to reach their full potential. Particular attention is given to equal opportunities for men and women in professional career development.

Health and Wellbeing

Employee health and wellbeing are central to our values, and maintaining a healthy work–life balance is a priority for ERTO. We provide wellbeing supports, including an Employee Assistance Programme, Vaccination Clinics, Eye Care Vouchers and health screenings.

Equality, Diversity and Inclusion

ERTO is committed to policies and practices that provide equality of opportunity for all, protect the dignity of employees and promote respect for others at work. The Company is committed to actively working to attract, develop, and retain a diverse and inclusive workforce.