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Gender Pay Gap Report

2025

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Introduction

Crystal Air is a leader in the installation, design, service and maintenance of all types of air-conditioning and indoor weather control systems. We also provide backup services to consultant engineers through technical services and in-depth knowledge of the top air conditioning products in Ireland.

At Crystal Air we are strongly committed to equal pay for same or similar jobs. Due to the nature and the industry the business is in, Crystal Air is also committed to improve the gender representation.

Under Gender Pay Gap legislation, employers with 50 or more employees in 2025 are required to publish statutory calculations. We are pleased to publish our first Gender Pay Gap report which covers our latest Gender Pay Gap data. This report will report on the following gender pay gap metrics which are all expressed as percentage:

- Gender Balance
- Gender Pay Gap – Mean & Median
- Gender Distribution by Pay Quartile
- Percentage Receiving a Bonus & Gender Pay Gap for Bonus
- Percentage Receiving BIK

The data range used for the purpose of this report is 01st July 2024 until 30th June 2025 inclusive.

Domnick Ward

Managing Director & President

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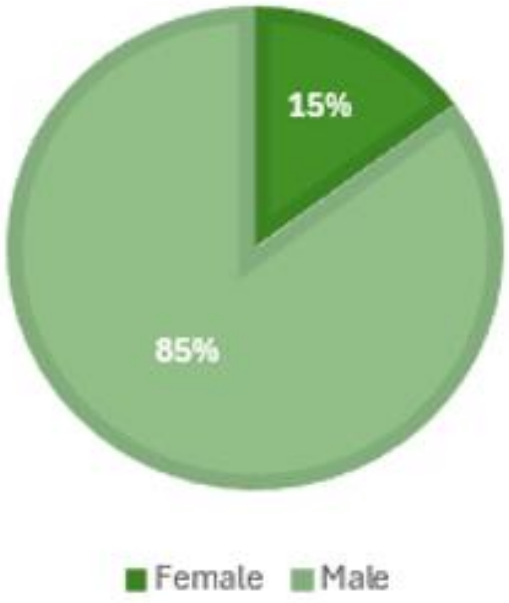
Gender Balance

As of 30th June 2025, Crystal Air Ltd employed 125 employees. During the reporting period, the company was made up of 15% female employees and 85% male employees.

The low number of female employees is evident in the majority of engineering companies. This industry is historically male dominated and companies in this industry are facing an ongoing challenge of attracting female engineers.



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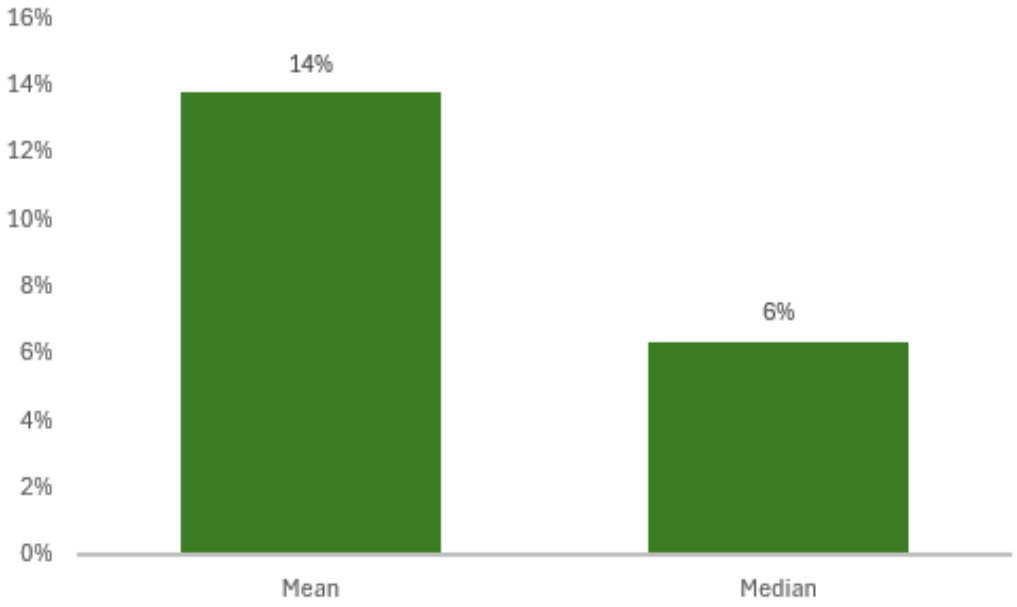
Gender Pay Gap – Mean and Median

The difference in the number of males and females employed resulted in a mean difference of 14% and a median difference of 6%.



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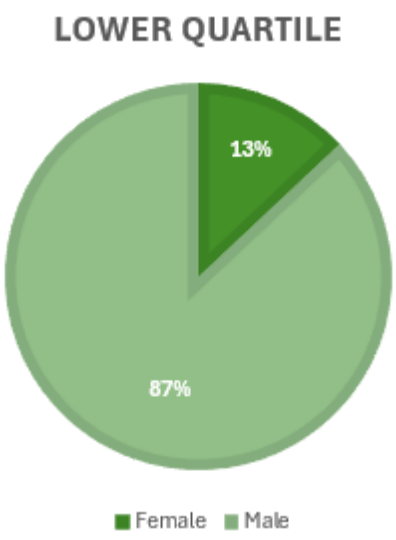
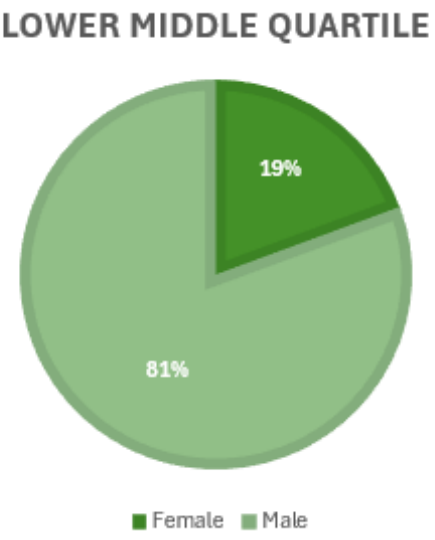
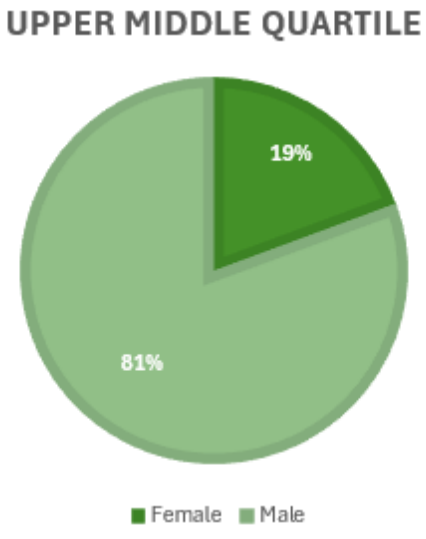
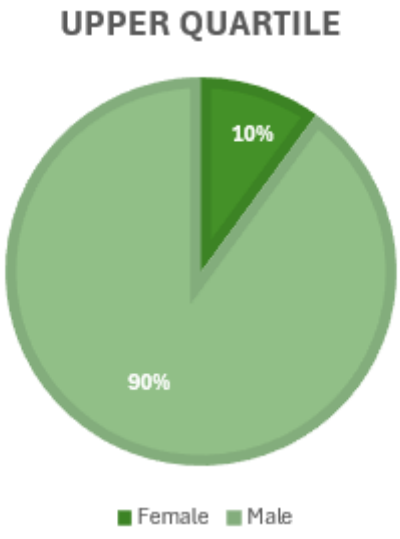
Gender Distribution by Pay Quartile

The charts below show the proportion of male and female employees in four equally divided pay quartiles – Lower, Lower Middle, Upper Middle and Upper.









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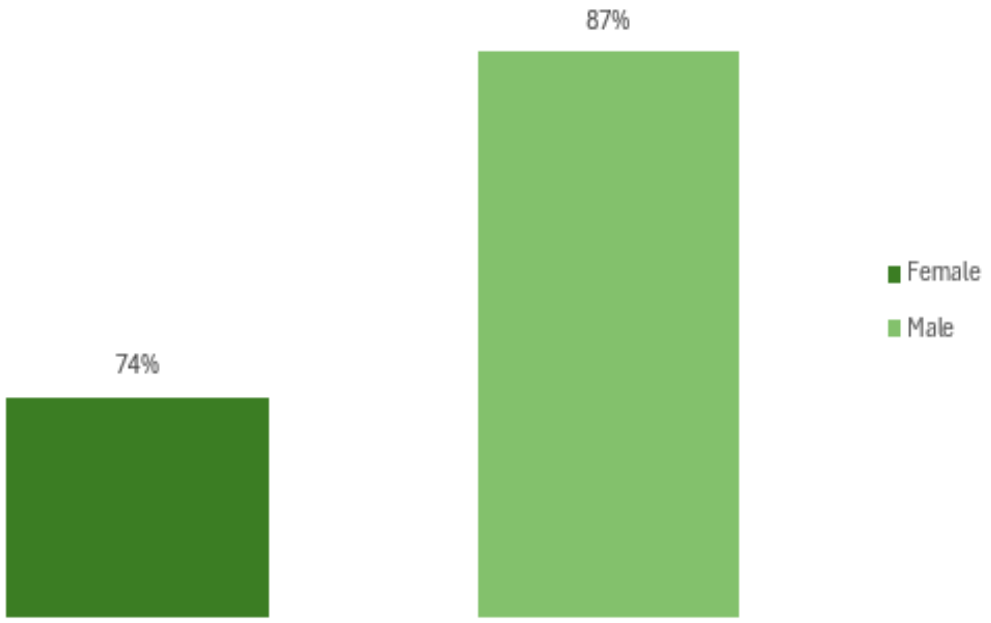
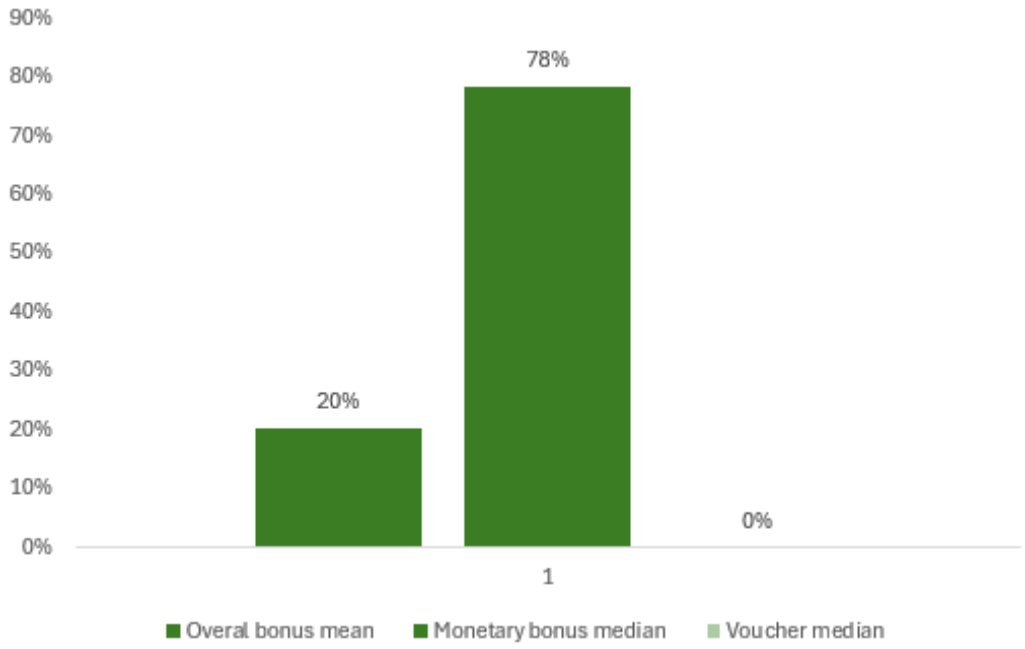
Percentage Receiving a Bonus & Gender Pay Gap for Bonus

During the relevant year, all eligible staff received a performance related bonus in the form of vouchers. Eligible site staff such as engineers, installers and contract managers also received project/site specific performance related bonuses of monetary value.

The graphs below shows that the number of bonuses paid was 13% higher for males compared to females. This is mainly because the company has a larger number of male employees in comparison to female employees.



As there are more males working on projects/sites and in managerial positions, the average bonus paid to males was 20% higher in comparison to female employees and the monetary bonus median was 78% higher for males whereas the voucher median was equal between males and females.



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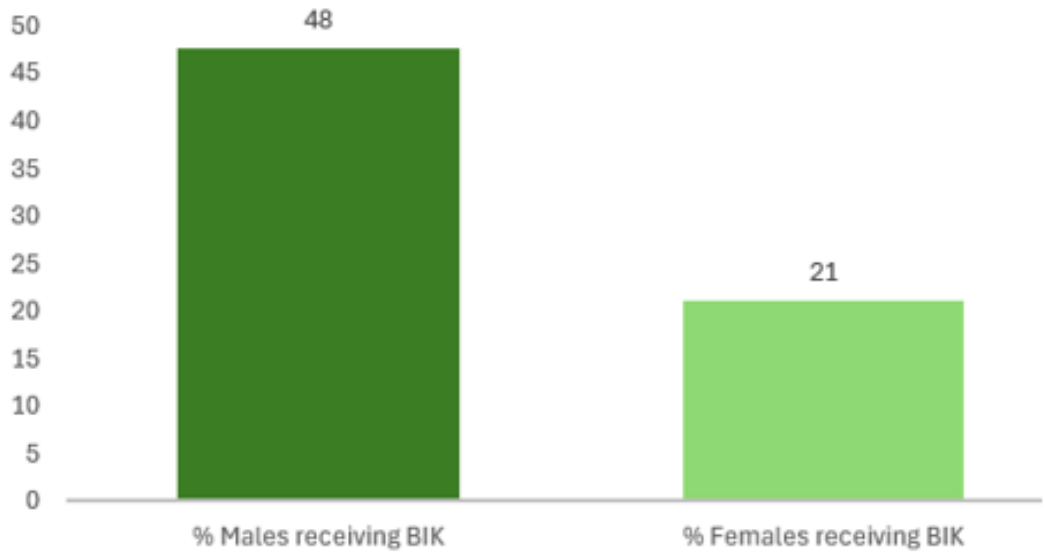
Percentage Receiving BIK

Staff members receive BIK in the form of company vehicles and health insurance. The number of males receiving BIK was 27% higher than females.



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Glossary of terms

Mean – the mean average is the total of all payments divided by the total number of employees. The difference between the mean hourly remuneration of relevant employees of the male gender and relevant employees of the female gender is expressed as a % of the mean hourly remuneration of relevant employees of the male gender

Median – the median average is the midpoint of the relevant set of data. The difference between the median hourly remuneration of relevant employees of the male gender and that of relevant employees of the female gender is expressed as a percentage of the mean hourly remuneration of relevant employees of the male gender

Pay Quartile – All individuals in employment during the reporting period were ranked according to hourly remuneration, lowest to highest paid. The employees were then then divided into four groups each comprising an equal number of employees, thereby determining the group that earned the most on average and so on. The headcount of each group was then broken out between females and males and the % of each gender in each group calculated.