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REPORT

Fehily Timoney Gender Pay Gap Report 2025

Prepared for:

Fehily Timoney and Company Ltd



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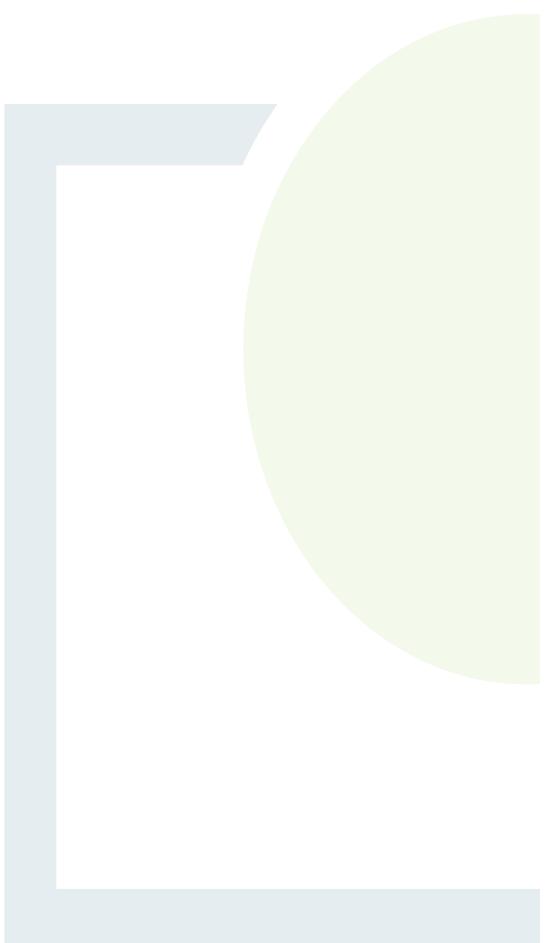
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1. GENDER PAY GAP REPORT

1.1 Introduction

At Fehily Timoney and Company Ltd (FT), we are committed to fostering an inclusive and equitable workplace where every employee can thrive. This Gender Pay Gap Report for 2025 has been prepared in compliance with the Gender Pay Gap Information Act 2021 and associated regulations. It provides a transparent overview of pay differences between men and women across our organisation, explains the factors influencing these figures, and outlines the actions we are taking to address them. Our goal is to ensure fairness in pay practices and to continuously improve gender representation at all levels of the business.

1.2 About Fehily Timoney & Company Ltd

FT is one of Ireland's largest Irish owned consultants with centres of excellence in Sustainable Infrastructure, Circular Economy, Environment and Renewable Energy. FT provides planning, design and contract management services for the construction of sustainable infrastructure projects such as roads, bridgeworks, greenways, airports, bus, rail, biomethane facilities, recycling facilities, solid waste facilities, battery storage, wind farms and solar farms.

1.3 About This Report and Legal Context

This report is prepared to meet the requirements of the Gender Pay Gap Information Act 2021 and associated Regulations. It presents all required metrics and a supplemental narrative explaining the reasons for pay differences and measures we are taking to reduce them. Methodology follows Government Guidance on calculating the hourly remuneration, bonus metrics, benefits-in-kind (BIK) participation, and quartile pay bands.

1.4 Definitions

- a) **Gender Pay Gap:** is the difference in average hourly rates of pay between male and female employees, including ordinary and bonus pay, during the relevant pay period across all our employees. The Gender Pay Gap is represented as the average difference in gross hourly rates of pay for male and for female employees, expressed as a percentage of the male employee's average hourly rate of pay.
- b) **The Mean Gender Pay Gap:** is the difference in the arithmetic average hourly rate of pay for female employees compared to male employees.
- c) **The Median Gender Pay Gap:** is the difference between the median hourly rate of pay for female employees (the middle-paid woman) compared to the median hourly rate of pay for male employees (the middle-paid man).
- d) **Quartiles:** Employees are organised into quartiles based on hourly remuneration of all male and female full-time employees: lower, lower middle, upper middle and upper. The proportion of male and female employees in each quartile is expressed as a percentage.
- e) **Benefit in Kind:** is remuneration other than salary which is not included within the meaning of ordinary pay for the purpose of Gender Pay Gap reporting.



1.5 Workforce profile (headcount on snapshot date)

- **Total employees:** 105
- **Men:** 65 (61.9%) • **Women:** 40 (38.1%)
- **Contract types:** **Full-time:** 100 (Men 63; Women 37) • **Part-time:** 5 (Men 2; Women 3) • **Temporary:** 8 (Men 8; Women 0)

1.6 Hourly remuneration gaps (required metrics)

a. All employees

- Mean hourly remuneration gap (men vs women): 8.19%
- Median hourly remuneration gap (men vs women): 8.64%
(Reference rates: men ≈ €31.70/hour, women ≈ €29.11/hour.)

Narrative: Our mean hourly gender pay gap of 8.19% and median gap of 8.64% compare favourably with national and international benchmarks. The most recent national data shows an all-employee average gender pay gap of approximately 9.6% in Ireland, while the EU average stands around 12%. These figures demonstrate that our organisation is performing better than both the Irish and European averages. Importantly, our gap does not reflect unequal pay for equal work; men and women in comparable roles are paid equitably. The difference is primarily driven by representation patterns, with a higher proportion of men in senior positions. We continue to focus on improving gender balance at these levels through targeted recruitment, development programmes, and succession planning.

b. Part-time employees

- Mean gap: 36.35%
- Median gap: 43.41%
- Notes: Small cohort (5 employees: 3 women, 2 men). Men's average hourly rate is higher (≈ €44.86 men vs €28.55 women); use caution due to small numbers.

Narrative: Among the five part-time employees, two are men who are close to retirement age. These individuals have chosen to reduce their working hours but remain in very senior, highly experienced roles, which naturally command higher salaries. This explains the higher average hourly rate for men in the part-time category and the resulting gap. It is important to note that this reflects career stage and role seniority rather than any inequity in pay practices.

a) Temporary/fixed-term employees

- Mean gap: *Not calculable*
- Median gap: *Not calculable*
- Reason: The temporary cohort is all male (8 men, 0 women) on the snapshot date.



Narrative: All temporary positions during the reporting period were internship roles, which form part of our structured early-career programme. The higher number of male interns reflects the applicant pool rather than any internal policy or preference; we received significantly fewer applications from female students for these roles. We continue to work with universities and professional networks to encourage more women to apply for internships, as part of our broader commitment to gender balance and diversity in the talent pipeline.

1.7 Bonus remuneration and participation (required metrics)

Definition: Performance/incentive/commission/share-based payments in the reporting period; we report mean/median bonus gaps and participation rates.

- Mean bonus remuneration gap: *N/A* (no bonuses paid)
- Median bonus remuneration gap: *N/A* (no bonuses paid)
- % receiving a bonus: 0.0% men vs 0.0% women (difference: 0.0 percentage points)

Narrative: FT does not operate a bonus scheme, as we focus on providing competitive base salaries and a comprehensive benefits package that reflects the value of our employees' contributions. This approach ensures stability and predictability in earnings, while benefits such as pension contributions, lifestyle allowance, flexible working, professional development etc. are designed to support overall wellbeing and career growth. We continually review our reward structure to ensure it remains fair, transparent, and aligned with market standards.

1.8 Benefits-in-kind (BIK) participation (required metric)

Definition: BIK are non-cash benefits with monetary value (e.g., company car, private medical insurance). Reported by participation rate.

- **% receiving BIK: 18.46% men (12 of 65) vs 17.50% women (7 of 40)**
- **Difference: +0.96 percentage points (men higher).**

Narrative: Benefits-in-kind (BIK) in our organisation relate to gym membership and associated parking facilities, which are provided exclusively to employees based in our Dublin office. This arrangement exists because of parking restrictions in Dublin, making these benefits particularly valuable for employees there, whereas parking is not an issue at our other locations. The slight difference in BIK participation between men and women reflects the fact that there are more male employees in Dublin than female employees, rather than any policy distinction. We remain committed to ensuring equal access to these benefits for all employees eligible under this arrangement.



1.9 Hourly remuneration quartile pay bands (required metric)

Method: Rank all employees by hourly remuneration (lowest → highest) and split into four equal quartiles by headcount; report gender composition per quartile.

Quartile band	Employees (count)	% Men	% Women
Lower	26	57.7%	42.3%
Lower-Middle	26	53.8%	46.2%
Upper-Middle	27	55.6%	44.4%
Upper	26	80.8%	19.2%
*(Derived from hourly remuneration ranking)			

Narrative: While the upper remuneration quartile is predominantly male, this reflects representation patterns rather than unequal pay for equal work. Our analysis confirms that men and women performing comparable roles are paid equitably. Encouragingly, the other three quartiles show a much more balanced gender distribution, which demonstrates that our recruitment and diversity initiatives are having a positive impact. These results indicate that our efforts to achieve gender balance and broader diversity in hiring and progression are working, and we will continue to build on this progress to improve representation at senior levels.

1.10 Our Commitments

At the heart of our approach is a commitment to sustainability, diversity, and collaboration. These values guide every decision we make and underpin our efforts to create a workplace where everyone can thrive. We believe that a diverse and inclusive workforce strengthens our organisation, drives innovation, and supports sustainable growth. Collaboration across teams ensures that these principles are embedded in everything we do.

To deliver on these values, we are taking sustained, evidence-based action to close the gender pay gap and promote equality across all levels of our organisation. Over the next 12–24 months, we will focus on the following priorities:

Senior Hiring and Promotion Parity

We will strengthen gender balance in senior roles by requiring diverse shortlists for leadership positions, using structured interview scoring, and publishing transparent criteria for progression. We will also track gender representation in the upper quartile to measure progress.

Leadership Pathways for Women

To support career development, we will provide mentoring and sponsorship opportunities, access to stretch assignments, and clear, visible succession plans. These initiatives aim to increase female representation in senior grades and leadership roles.

Pay Progression and Market Alignment



We will maintain consistent salary bands, audit starting salaries, and conduct periodic equal pay reviews for like-for-like roles to ensure fairness and address any variances promptly.

Flexible Working and Returner Programmes

We will continue to promote flexible and hybrid working arrangements and design returner programmes that help employees transition back into higher-paid roles following career breaks.

Temporary Cohort Representation

For temporary roles, including internships, we will ensure gender-balanced shortlists, monitor conversion rates from temporary to permanent positions, and guarantee that temporary assignments provide equitable access to development and visibility.

Manager Capability

We will invest in training managers on inclusive leadership, objective performance management, and bias mitigation to ensure fair and transparent decision-making in hiring, pay, and promotions.

Finally, we will track year-on-year changes in mean and median pay gaps, monitor part-time and temporary subgroup metrics, and review quartile representation. Progress will be reported annually to maintain transparency and accountability.

1.11 Methodology (Transparency)

- Population: All employees employed on June 30, 2025, using remuneration from the preceding 12 months; excludes agency workers/contractors paid by third parties.
- Hourly remuneration: Ordinary pay (salary + taxable allowances forming normal remuneration) ÷ total working hours; reimbursements/non-cash benefits excluded.
- Bonus remuneration: N/A.
- Benefits-in-kind: Reported by participation rate.
- Quartiles: Ranked by hourly remuneration and split into four equal quartiles by headcount.

1.12 Publication and Accessibility

We will publish this report on our website (retain for three years) and participate in the State's central reporting portal as required in future cycles.

1.13 Contact

For questions about this report or our action plan, please contact HR.



1.14 Conclusion

While our gender pay gap compares favourably with national and EU averages, we recognise that there is more work to do, particularly in achieving greater gender balance in senior roles. We remain committed to implementing evidence-based initiatives that promote equality, support career progression for women, and create a culture of inclusion. By tracking progress and reporting annually, we aim to maintain transparency and accountability as we work toward closing the gap. Diversity and equality are integral to our success, and we will continue to embed these principles in everything we do.



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