

Company Overview

Mark Éire BV is a manufacturer of Heating, Ventilation and Air Conditioning Equipment and can call on 75 years of experience in the HVAC industry.

Our infrastructure consists of a building 6000m² where we manufacture all our products. Our skill set includes Fabrication, Welding, Brazing, Electrical, Tool making, Painting, CNC Manufacturing, Auto Cad & Inventor drawing, and testing to do all approvals.

We supply full technical backup and are one of the only manufacturing companies with its own Service Department for Service, Breakdown and Commission.

- **Origins:** Since 1945, Mark BV, our parent company located in the Netherlands, has been a manufacturer of climate control equipment. Mark BV is Europe's largest manufacturer with a wide range of products for industry and utility. With our extensive range of products, we have a solution for every project because we are not bound to a single product type, a single supplier or a single distribution channel.
- **Employee Development:** Mark Éire BV values its employees, many of whom have spent their entire careers with the company. The company offers a comprehensive Learning and Development programme, ensuring employees are knowledgeable in various areas. Examples would be client experience, systems, product knowledge and leadership skills. We take a blended approach to learning, providing employees with lifelong skills and knowledge.

What is Gender Pay Gap

The Gender Pay Gap Information Act 2021, effective from 31st May 2022, amends the Employment Equality Act 1998. It mandates certain employers to report and publish data on employee pay, categorised by gender, to highlight any existing gender pay gaps. This information will be published annually.

Gender Pay Gap and Equal Pay

The Pay Equity focuses on ensuring that any differences in pay between men and women performing the same job are not due to gender. In other words, individuals in identical roles should receive equal pay regardless of gender.

On the other hand, the Gender Pay Gap is a measure of pay differences across an entire organisation, based on average earnings. It doesn't account for the specific roles employees hold or the gender distribution within the organisation.

Therefore, an organisation that practices fair and equitable pay within individual roles can still have a Gender Pay Gap. The existence of a Gender Pay Gap does not necessarily indicate an issue with Pay Equity.

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Method of Calculation

1. Mean Pay Gap:

The mean pay gap is calculated by determining the average hourly pay for each gender. This involves adding up the hourly wages of all female employees and dividing by the total number of women. The same process is applied to male employees. The mean pay gap is the difference between these two average hourly rates.

2. Median Pay Gap:

The median pay gap is determined by finding the middle value in the pay data. To do this, all hourly pay rates for women and men are arranged in ascending order. The median is the middle number in each list. The difference between these two median values represents the median pay gap.

3. Pay Quartiles:

Pay quartiles provide insight into how male and female employees are distributed within the pay structure. To calculate pay quartiles, employee pay rates are listed from lowest to highest. This range is then divided into four equally sized groups, or quartiles. Each quartile shows the proportion of male and female employees at different pay levels, illustrating the gender distribution across the organisation.

Our Gender Pay Gap Results

We are reporting on a total of 53 employees across our company in Coolea, Co Cork, Ireland. The snapshot date for this report is 13th June 2025, with a reference period from 14th June 2024 to 13th June 25. Out of the 53 employees, 46 are men and 7 are women; 6 employees were employed on a parttime basis.

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Results	
Gender Pay Gap	
Mean: -2.53%	Median: -8.72%
Bonus Pay Gap	
Mean: 100%	Median: 100%

Bonus and Benefit in Kind	
Out of all our female employees, 0% receive a bonus.	Out of all our female employees, 28.57% receive benefits in kind.
Out of all our male employees, 6.52% receive a bonus.	Out of all our male employees, 15.22% receive benefits in kind.

Mark Eire BV

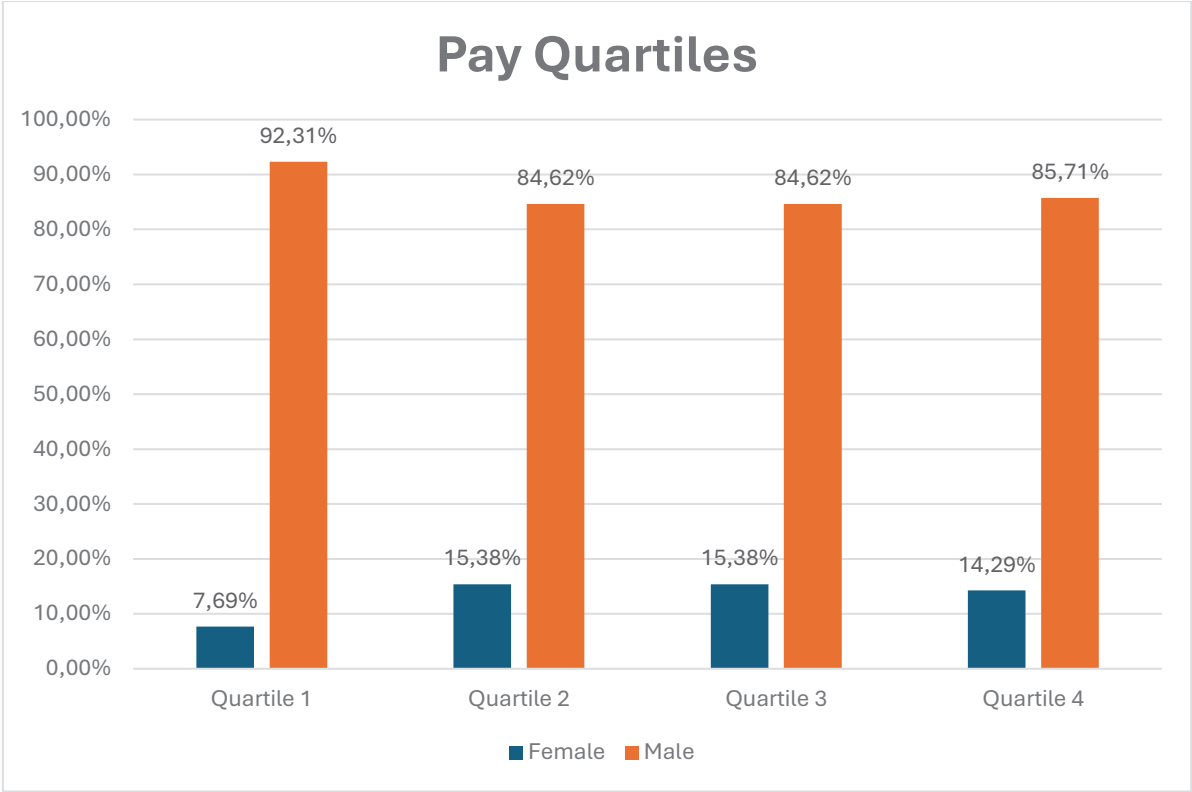
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Part-Time Employees:	6
Mean gender pay gap:	-45.06%
Median gender pay gap:	-44.57%

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building climate technology

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Understanding the Gender Pay Gap:

A positive gender pay gap indicates that, on average, women are in a less favourable position than men across the company. However, this does not necessarily mean that the company lacks equal pay for equal work. Pay quartiles help illustrate the distribution of male and female employees within the pay hierarchy.

Conclusion

Diversity and inclusion are at the heart of our business. We are focused on creating balance across every function and role, with a strong commitment to gender equality. By empowering career growth and ensuring fair representation in leadership, we're building a culture where everyone can thrive. We are proud of the progress we have made, and we are determined to keep moving forward to close the gender pay gap even further.

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