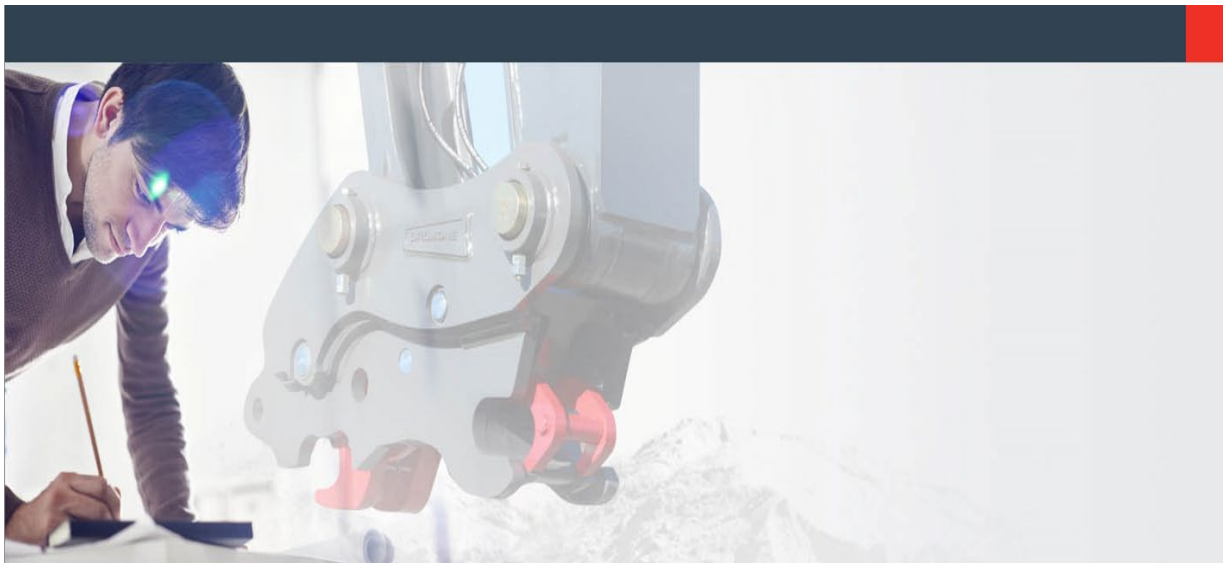
Dromone Engineering Ltd Gender Pay Gap Report 2025



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Dromone Engineering Ltd Gender Pay Gap Report 2025

Organisation: Dromone Engineering Ltd

Sector: Manufacturing

Location: Dromone, Oldcastle, Co. Meath, Ireland

Reporting Period: June 2025

Executive Summary

This Gender Pay Gap Report has been prepared by Dromone Engineering Ltd in compliance with the Gender Pay Gap Information Act 2021. The report provides an analysis of pay and bonus differences between male and female employees as of June 2025. While gender representation within the company remains heavily male-dominated, the analysis indicates that, on average, female employees earn a higher hourly rate than male employees.

Company Overview

Dromone Engineering Ltd designs, manufactures and markets pick-up hitches and quick coupler technology for the agriculture and construction industries.
Dromone exports to over 30 countries worldwide and is a world leader in providing pick-up hitch and coupler technology.

Established in 1978 Dromone Engineering with headquarters in Oldcastle Co. Meath, Dromone employs 131 people across a range of functions including operations, engineering, finance and marketing.

Dromone exports almost 100% of our product to global markets and our portfolio includes Blue chip customers in agriculture and construction industries, such as Massey Ferguson, Valtra, Claas, Volvo, JCB and many other leading global corporations.

Dromone is an equal opportunity employer, with a workforce representing over 13 nationalities. We are a CPD-accredited organisation, committed to the continuous professional development of our people. Our team is central to our innovation, performance, and ability to serve world-class customers globally.

At Dromone, we are committed to being an equal opportunities employer where everyone regardless of gender, background, or role has the opportunity to thrive. We believe that a diverse and inclusive workplace is key to driving innovation, achieving excellence, and building a sustainable future.

As a leading Irish manufacturer serving the global agriculture and construction sectors, Dromone is driven by engineering precision, powered by innovation, and built on people.

Our team is the engine behind our continued success, and we are proud to be recognized as a workplace where talent thrives, ideas grow, and every contribution matters.
We actively promote diversity and inclusion at every level of the organisation. From our hiring practices to our internal development programmes, we are committed to removing barriers, addressing imbalances, and creating a culture where everyone can succeed.
We create long-term career opportunities across every level of the business from production operators to senior leadership.

Our culture encourages continuous development, promotes fairness, and supports progression based on merit. This is reflected in our policies, our practices, and our ongoing efforts to close the gender pay gap and ensure equity across all functions.

Dromone is more than a place to work, it is a place to grow your career. As a leader in innovation, quality, and employee experience, we are committed to fostering a workplace where everyone feels valued, supported, and empowered to reach their full potential.

We are equally committed to protecting the health, safety, and well-being of our employees while reducing our environmental impact and promoting sustainable practices across the business. We understand that responsible business practices go hand in hand with creating an equitable, forward-looking workplace.

In Dromone, we review pay structures regularly to ensure consistency between roles and fairness among employees within those roles. We believe we are an equal and fair employer and are committed to maintaining transparency and equity across all levels of the organisation.

We believe that our gender pay gap is not driven by pay inequality, but rather by the relatively low number of long-serving females currently holding more senior roles within the company. These roles, predominantly in administration, finance and management are areas where we continue to focus our efforts to encourage greater gender balance.

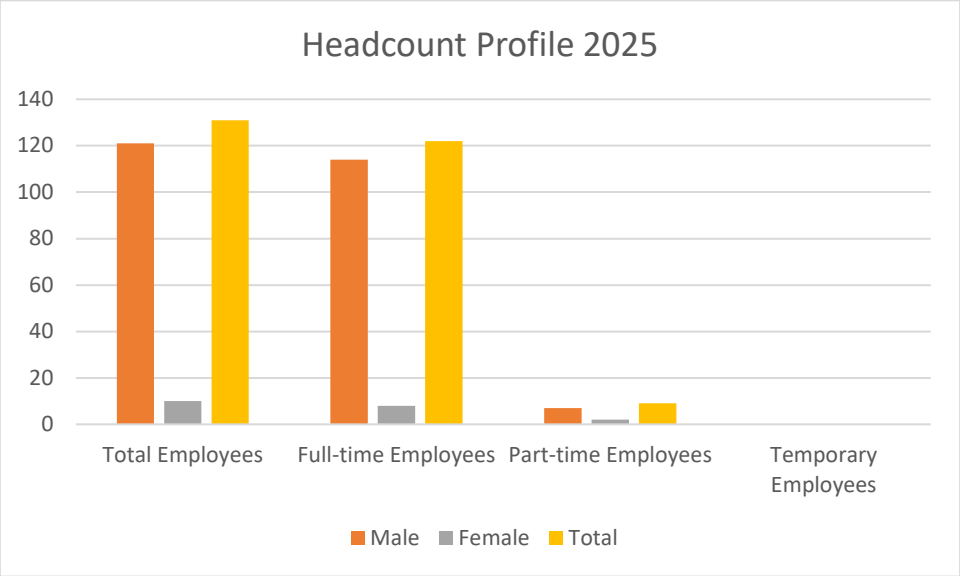
Dromone has clear remuneration grades in place for more than 95% of roles across the business. This structured approach ensures that employees performing the same or similar work are rewarded fairly and equitably.

We also continually benchmark our compensation against external market data and comparable industries to ensure our pay remains competitive and equitable.

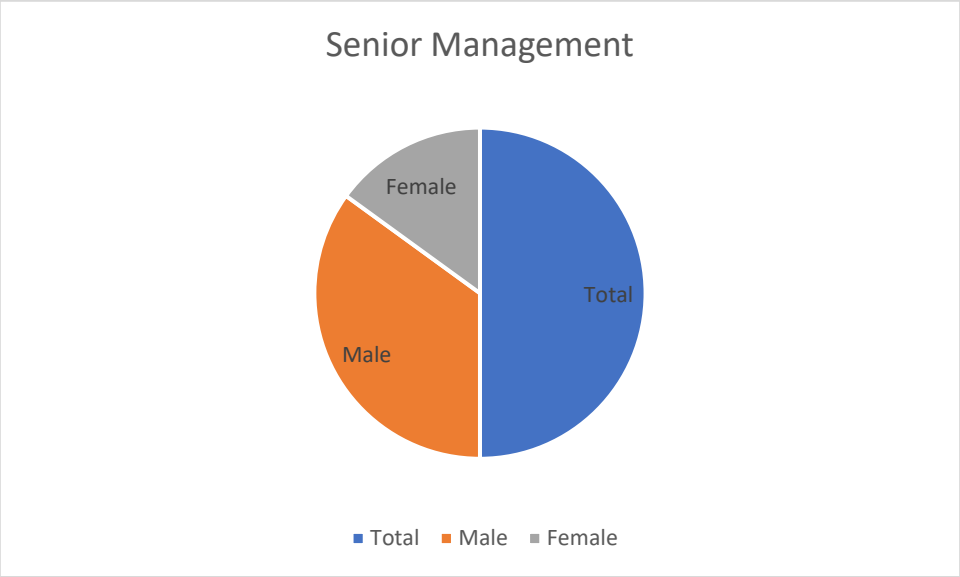
Gender Pay Gap Metrics

The "Snap Shot" date was 16th June 2025. The reporting period is from 16th June 2024 to 16th June 2025.

Headcount Profile in June 2025				
Headcount	**Total Employees**	**Full-time Employees**	**Part-time Employees**	**Temporary Employees**
Male	121	114	7	0
Female	10	8	2	0
Total	131	122	9	0



Management Profile 2025					
	Total	Male	Female	Male	Female
Senior Management	10	7	3	70%	30%



Gender Pay Gap Information Act 2021 Reporting Requirements	
Mean hourly gender pay gap (All Employees)	-28%
Mean hourly gender pay gap (Part-Time employees)	-12%
Mean hourly gender pay gap (Temporary Employees)	n/a
Median hourly gender pay gap (All Employees)	-9%
Median hourly gender pay gap (Part-Time employees)	-9%
Median hourly gender pay gap (Temporary Employees)	n/a
Mean Bonus gender pay gap	84%
Median Bonus gender pay gap	0%
Percentage of employees in receipt of a Bonus	100%
Percentage of employees in receipt of a Benefit in kind	n/a

Mean Gender Pay Gap

The mean gender pay gap is the difference between the female mean hourly rate and the male mean hourly wage rate.

The Dromone mean gender pay gap for all employees is -28%.

This gap includes all employees from management to student part time employees.
This gap is driven by the low number of female employees but in more senior roles verses larger number of males of which some are part-time student employees.
While this indicates positive female representation in senior roles, we acknowledge the importance of promoting gender balance across all levels of the business.

To continue progressing toward a more balanced and equitable workplace, Dromone is committed to:

- Maintaining clear and consistent pay structures across all roles to ensure fairness and transparency
- Supporting career development and leadership opportunities, specifically aimed at increasing female representation in technical and senior leadership roles.
- Enhancing inclusive recruitment practices to attract diverse talent across all departments.
- Partnering with external organisations and educational bodies to encourage more women into STEM and manufacturing careers.

We are proud of the steps we've taken, but recognise that maintaining pay equity and promoting gender balance requires focus and action.

The Dromone mean gender pay gap for all part-time employees is -12%

This outcome reflects the profile of our part-time workforce. Dromone has a group of well-established female part-time employees who hold long-term, skilled roles within the business. In contrast, a significant portion of our male part-time employees are temporary summer student workers who typically enter at junior levels with limited experience and lower pay scales.

Median Gender Pay Gap

The median gender pay gap is the difference between the female median hourly rate and the male median hourly rate.

The Dromone median gender pay gap for all employees is -9%.

This result is influenced by workforce structure—specifically, a smaller number of females in the business overall, but with representation in more senior roles, while a larger proportion of male employees occupy a broader range of roles, including junior and part-time positions.

To ensure continued progress and long-term balance, Dromone can:

- Broaden female representation at all levels through targeted recruitment and progression strategies
- Invest in early-career support to bring more women into operational and technical roles
- Develop internal leadership pathways to increase diversity in mid- and senior-level roles

The Dromone median gender pay gap for all part-time employees is -9%.

This figure reflects the presence of long-tenured, experienced female part-time employees, compared to male part-time staff who are often seasonal student workers in junior roles.

While this gap favours women, the aim is balance—not just in pay—but in representation and opportunity. Dromone can:

- Continue supporting part-time flexibility across all job levels and genders
- Encourage gender diversity in part-time and flexible opportunities
- Ensure career development and promotion opportunities are equally accessible to all part-time staff, regardless of gender

Bonus Payments

Mean Bonus Gender Pay Gap for All employee is 84%

The bonus calculation includes performance, commission, productivity and gift vouchers .
This gap is driven by the sales team commission which is 100% male due to the nature of the business.

To reduce the mean bonus gender pay gap, Dromone can:

- Encourage gender diversity in commercial and sales roles, including through inclusive recruitment campaigns
- Promote female employees to explore and develop within commercial career paths

The Dromone median bonus gender pay gap for all employees is 0%.

This result reflects the fact that the median bonus for both male and female employees falls within the category of gift vouchers, which are distributed evenly across the business. As a result, no median-level bonus disparity exists.

The Quartiles - Gender Distribution by Quartile

Pay quartiles are calculated by splitting **all employees** in the organisation into four even groups, according to their level of pay, from the lowest (Lower Quartile) to the highest (Upper Quartile).

As we can see from the chart, females are evenly spread the quartiles.

Dromone is committed to:

- Creating progression pathways for part-time and lower-quartile employees, with a focus on
- supporting women
- Promoting flexible opportunities in higher-level roles to support career growth for all employees
- Encouraging career development, upskilling, and coaching to support mobility across pay bands
- Monitoring quartile trends annually to ensure balanced representation is continuously improving

Pay Band Quartiles					
Quartiles	**Total**	**Male**	**Female**	**Male**	**Female**
Lower Q	35	33	2	94%	6%
Lower Middle Q	32	30	2	94%	6%
Upper Middle Q	32	30	2	94%	6%
Upper Q	32	28	4	88%	13%
Grand Total	**131**	**121**	**10**	**92%**	**8%**