Evolution (Electronic Security Systems) Ireland Ltd

Gender Pay Gap Report 2025

OUR COMMITMENT

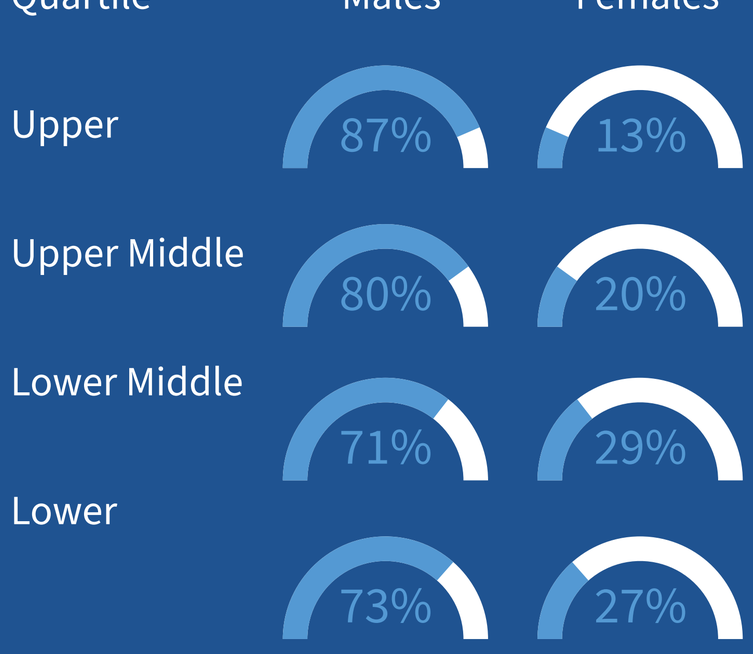
At Evolution, we are committed to equality and building an inclusive workplace. This is our first Gender Pay Gap Report for Ireland, prepared in compliance with the Gender Pay Gap Information Act 2021. As a security systems integrator serving critical sectors including defence, data centers, healthcare, education and finance across EMEA, our sales and technical field-based roles require significant travel and site work. Our gender pay gap reflects the underrepresentation of females in these higher-paid roles. We are committed to addressing this through targeted action (page 2).

SNAPSHOT DATA:

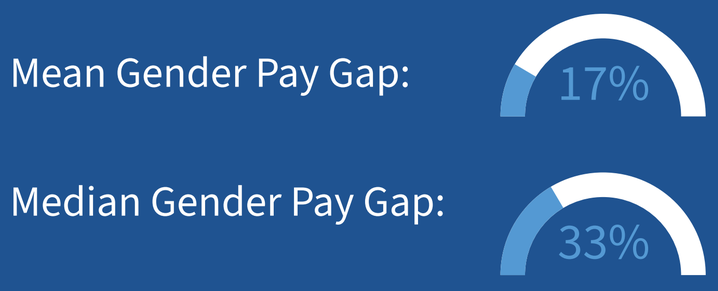
Date: 30 June 2025 | 59 Employees | 78% Male / 22% Female

PAY QUARTILES

Percentage of Males and Females in Each Pay Quarter



HOURLY PAY GAP

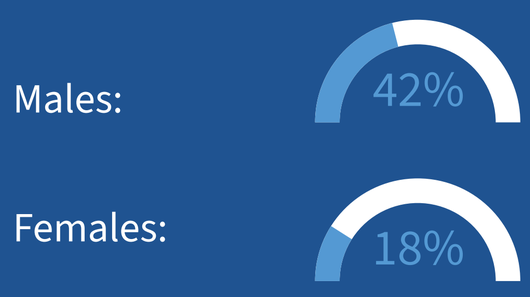


Our workforce is predominantly male in field-based roles (sales, installation engineers, service engineers, project managers). Females are currently more concentrated in administrative and support functions.

BONUS PAY

Bonuses are linked to project delivery and sales roles currently occupied predominantly by males.

BENEFITS IN KIND



BIK consists of company vehicles provided to field-based engineers and project staff.

PART-TIME & TEMPORARY

*No comparator group as only female employees currently occupy these positions.

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OUR ACTION PLAN

Evolution is committed to reducing our gender pay gap through focused action:

RECRUITMENT

- Gender-neutral job descriptions
- Balanced candidate shortlists for all roles
- Outreach programmes to attract females to technical roles
- Partnerships with educational institutions

TRAINING & DEVELOPMENT

- Unconscious bias awareness training for managers
- Diversity and inclusion training
- Career pathways for females in technical roles
- Sponsorship for professional qualifications and mentorship programmes

POLICIES

- Policy review to ensure freedom from gender bias
- Promotion of family-friendly and flexible working policies
- Regular pay equity reviews
- Employee voice through our ownership structure

OUR COMMITMENT:

We are committed to reducing our gender pay gap year-on-year and increasing female representation across all levels. As an employee-owned company, we believe diversity strengthens our business and better serves our clients.

DECLARATION

I confirm that the data provided in this report has been calculated in accordance with the Gender Pay Gap Information Act 2021.

M.Corrigan

Mark Corrigan
Group Managing Director
Evolution (Electronic Security Systems) Ireland Ltd

Learn more about Evolution at evolutionsecurity.com

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