

Hi-Life Tools Gender Pay Gap Report 2025

Company Background

Hi-Life Tools is a manufacturing company based in Shannon, Co. Clare since 1960. Hi-Life Tools operates in the engineering sector, which historically has a higher proportion of male employees than female employees. This continues to be reflected in Hi-Life Tools, where 90% of employees are male and only 10% are female. The company operates a shop floor pay structure, which is set out by pay grades and shift premiums. The office-based roles are structured on the average current market rate, and the average salary of someone currently carrying out the role at the time of recruitment. Both pay structures ensure that the rate of pay is based on the roles and responsibilities, regardless of gender.

We are sharing our Gender Pay Gap report in line with the Gender Pay Gap Information Act 2021

Results

The results shown below, have been calculated in line with the gender pay reporting regulations.

The results captured, are a snapshot as of 20th June 2025.

Mean & Median Results – Pay & Bonus Difference between male & female employees

Median Hourly Remuneration Gap	21.76%
--------------------------------	--------

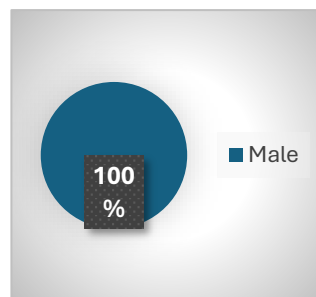
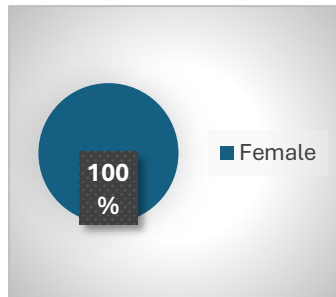
Mean Hourly Remuneration Gap	-20.29%
------------------------------	---------

Median Bonus Remuneration Gap	64.43%
-------------------------------	--------

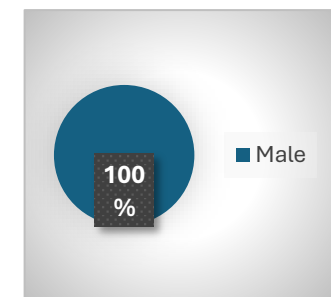
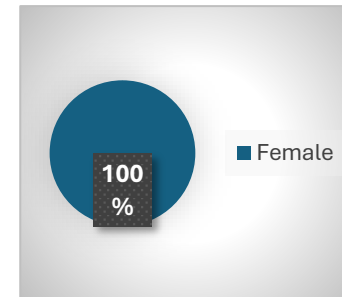
Mean Bonus Remuneration Gap	-1080%
-----------------------------	--------

Bonus Payments & Benefit in Kind

Percentage of Employees receiving Benefit in Kind



Percentage of Employees receiving Bonus



Pay Quartiles

