Liebherr Container Cranes Ltd. - Ireland

Gender Pay Report 2026

Liebherr Container Cranes Ltd. is committed to supporting the positive changes encouraged by Ireland's Gender Pay Gap reporting legislation. We welcome the opportunity to review our workforce data, understand the factors influencing our gender pay gap, and identify actions that will help us build a more diverse and inclusive workplace.

What is the gender pay gap?

A gender pay gap is the difference in average pay between all male and female employees across an organisation's workforce, regardless of their role. This is different to equal pay, which relates to being paid equally for the same, similar, or equivalent work. Although they are different concepts, people sometimes mistakenly describe an equal pay issue as a gender pay gap issue. We are confident that men and women are paid equally for doing the same, similar, or equivalent roles across our company. This report focuses on our 2026 gender pay gap results.

Our company

Liebherr Container Cranes Ltd. operates within the engineering and manufacturing sectors, industries that have traditionally been characterised by a predominantly male workforce. Our workforce profile reflects the broader demographics of these sectors, with women currently representing 8.81% of employees as of 3 June 2026.



91.19%

Male



8.81%

Female

(*as at 3 June 2026)

Our results

Our results represent the gender pay and bonus gap figures for Liebherr Container Cranes Ltd. for 2026. The results are reported on a mean and median basis, which are different ways of presenting average figures. The mean figure is calculated using the average pay rate of all the men and women in our business. The median figure is calculated using the mid-point pay rate of all the men and women in our business (i.e. where half of our employees earn more and half earn less).

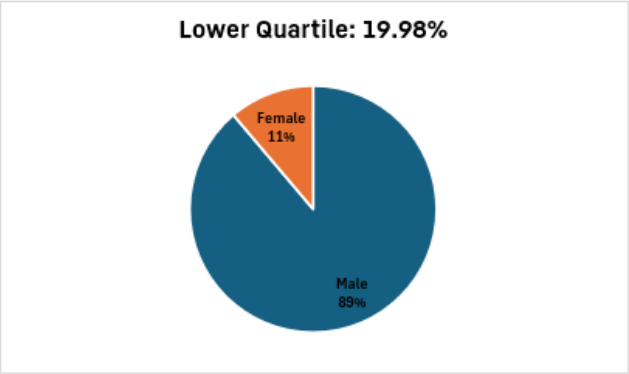
Pay

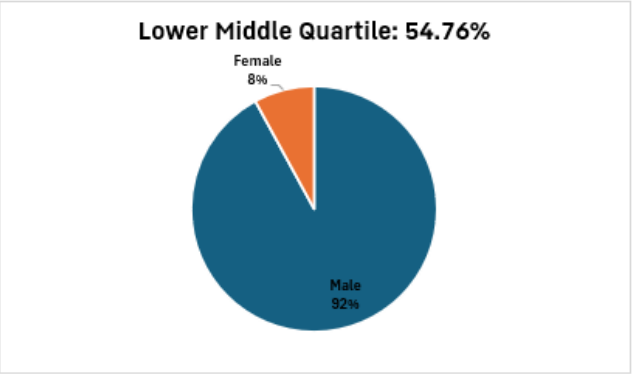
Difference in hourly rate of pay between men and women (as at 3 June 2026)

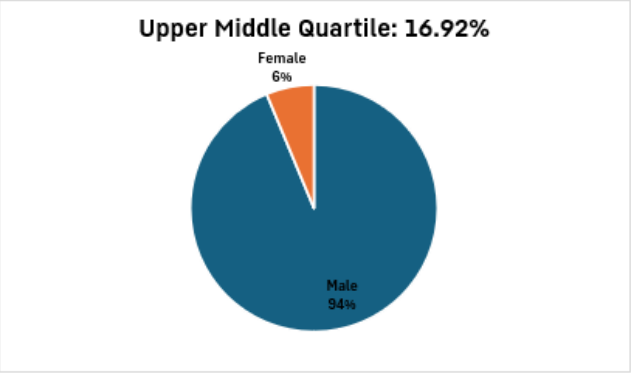
Mean gender pay gap:	28.97%
Median gender pay gap:	33.65%

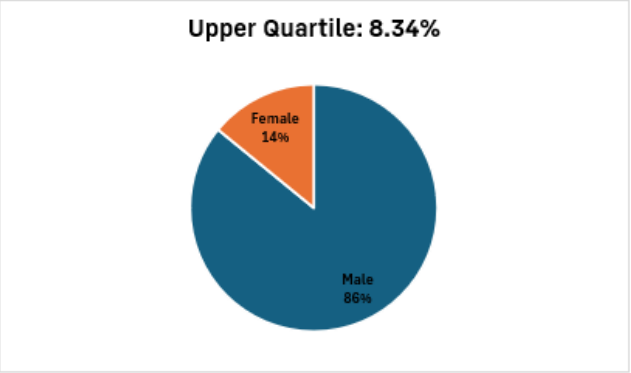
Pay quartiles

The proportion of male and female employees according to quartile pay bands (as at 3 June 2026)









Explaining our results

Our results reflect both the demographic profile of our workforce and the wider engineering and manufacturing sectors in which we operate. Historically, these sectors have attracted a predominantly male workforce, particularly in technical, engineering and leadership positions. As a result, women currently represent a smaller proportion of employees across the business and are underrepresented in some of our higher-paid roles.

A significant contributor to our gender pay gap is the distribution of employees across different job levels and functions rather than differences in pay for equivalent work. We are confident that men and women receive equal pay for the same or equivalent roles within our organisation.

Many senior leadership and specialist technical positions within the business are filled by employees who progressed through engineering pathways, including apprenticeships and technical qualifications. Like many employers in our sector, we continue to face challenges in attracting female applicants to these career paths.

While women remain underrepresented in our workforce overall, they continue to make valuable contributions across the organisation, including in senior positions within Human Resources and Finance etc. We recognise the importance of increasing female representation across all areas of the business and remain committed to supporting this objective through our recruitment, development and retention initiatives.

Our strategy

Our employees are central to our success. We are fortunate to have a highly skilled and committed workforce whose expertise and dedication contribute significantly to the continued success of the Liebherr Group.

We recognise that creating a more diverse workforce requires a long-term approach. As part of this commitment, our Human Resources team continues to promote apprenticeship and graduate opportunities to a broad and diverse audience. Through engagement with schools, colleges, community groups and industry initiatives, we aim to encourage greater awareness of the wide range of career opportunities available within engineering and manufacturing.

We are committed to creating an inclusive working environment where employees can develop their careers and reach their full potential. We support flexible working arrangements where operationally feasible and provide enhanced family-friendly benefits, including enhanced maternity pay, adoption pay and parental leave.

The gender pay gap within our business is primarily influenced by the lower representation of women in senior leadership, technical and specialist roles. While progress has been made in recent years through the appointment of women to prominent positions across the organisation, we recognise that further work is required. We remain committed to improving gender balance throughout the business and to supporting initiatives that encourage greater participation of women in our sector.

Our recruitment strategy

We are committed to ensuring that our recruitment processes attract a diverse range of candidates. We continue to utilise a variety of recruitment channels and partnerships to maximise the reach of our vacancies and encourage applications from underrepresented groups. We will also continue to review our recruitment practices to support fairness, inclusivity and equal opportunity throughout the hiring process.

Raising the awareness of our managers

We recognise the important role our managers play in fostering an inclusive workplace culture. We remain committed to providing management development and awareness training that supports equitable decision-making, challenges bias and promotes equal opportunities for all employees. As part of our ongoing commitment to continuous improvement, we will continue to enhance and expand the range of development programmes available to managers across the business.

Our Commitment

Liebherr Container Cranes Ltd. is committed to fostering a workplace where all employees have equal opportunities to develop, progress and succeed. While our 2026 results highlight the ongoing gender imbalance within our sector, they also reinforce the importance of the actions we are taking to attract, develop and retain diverse talent. We will continue to review our progress annually and implement initiatives that support a more balanced and inclusive workforce for the future.