Gender Pay Gap Report 2026

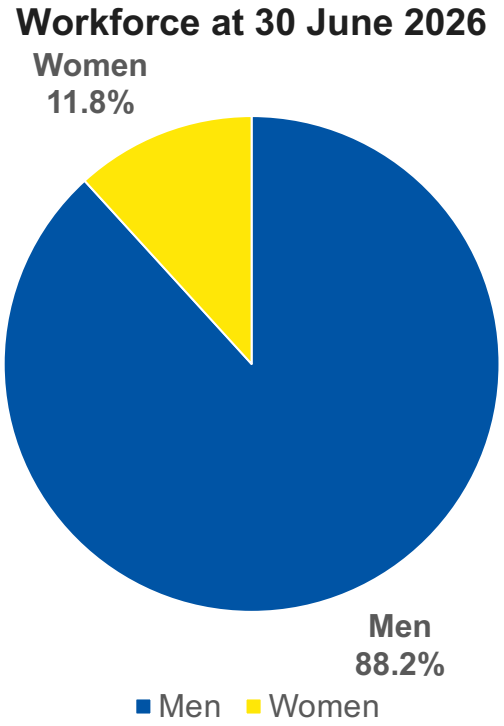
Mincon International Ltd

Snapshot date: 30 June 2026

Assessment period: 1 July 2025 – 30 June 2026

The Driller's Choice

Executive summary



(19.7%)

Mean hourly pay gap

2025: (3.8%)

(31.9%)

Median hourly pay gap

2025: (8.4%)

(18.8%)

Mean bonus gap

2025: (31.2%)

23.8%

Women in highest pay quartile

2025: 15.0%

Figures in brackets show that women's average pay is higher than men's. This is because a higher proportion of our female employees hold senior and management roles, while our manufacturing and engineering roles are predominantly held by men.

Women remain underrepresented, particularly in manufacturing roles. Our actions for 2027 are set out in this report.

Who we are

Shannon, Co. Clare | Founded 1977

Mincon International Ltd is based in Shannon, Co. Clare. It was founded in 1977 by Paddy Purcell and is still run by the Purcell family, with many long-serving employees from the local area.

Mincon International Ltd is a subsidiary of Mincon Group PLC, a global engineering business that designs, develops, manufactures and services rock drilling tools, with manufacturing and engineering centres in Ireland, Australia, Canada, Finland, Sweden, South Africa and the USA.

We design, manufacture, sell and service rock drilling tools, including down-the-hole (DTH) hammers and drill bits, reverse circulation (RC) products and horizontal directional drilling tools.

Headcount increased from 81 to 85 compared with 2025, while female representation increased from 9.9% to 11.8%.

85 Employees at 30 June 2026

75 Men (88.2%)

10 Women (11.8%)

How we calculated this

Basis of calculation

All figures are calculated in line with the Gender Pay Gap Information Act 2021 and the supporting Regulations, using the same approach as our 2025 report.

Employees included

All permanent, part-time and temporary employees employed on the snapshot date of 30 June 2026. Bonus figures cover payments made to these employees from 1 July 2025 to 30 June 2026.

Hourly pay gap

The mean gap compares the average hourly pay of men and women; the median gap compares the middle value for each group. Each gap is shown as a percentage of men's pay.

Bonus gap

The mean and median bonus gaps compare bonus payments received by men and women during the assessment period, calculated in the same way as the hourly pay gap.

Pay quartiles

All employees were ranked by hourly pay and divided into four groups of broadly equal size, from lowest to highest paid.

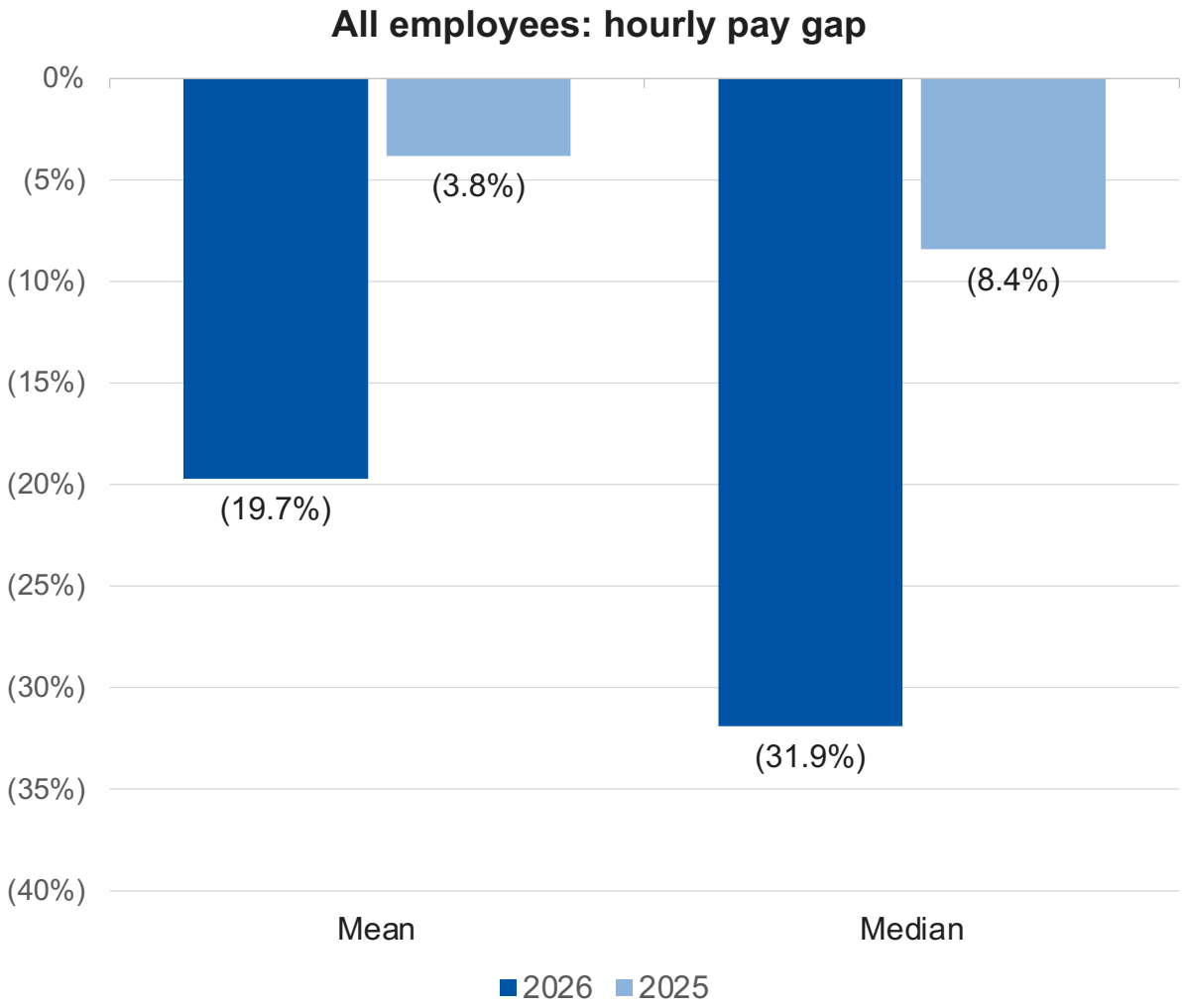
Reading the figures

Figures in brackets mean women's pay is higher than men's. N/A means a gap cannot be calculated because one gender is not represented.

2026 results

Hourly pay, bonus pay, benefits in kind and pay quartiles

Hourly pay gap



Hourly pay gap

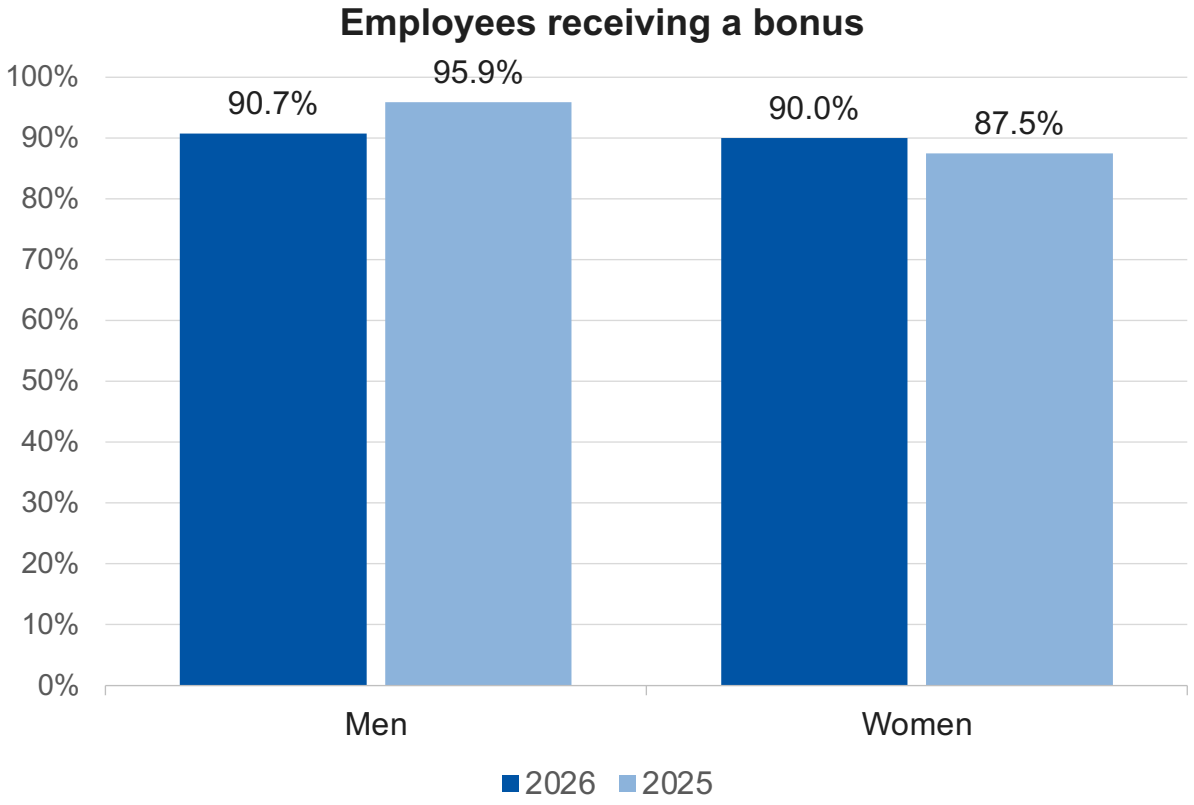
Both the mean and median gaps are in favour of women and have moved further in their favour since 2025. Female employees continue to be represented in higher-paying roles. With a small number of women in the company, any increase in female headcount has a significant impact on the results.

Part-time and temporary employees

Metric	2026	2025
Part-time: mean	N/A	(0.8%)
Part-time: median	N/A	(0.8%)
Temporary: mean	N/A	(1.1%)
Temporary: median	N/A	(1.1%)

There were no male part-time employees and no female temporary employees in the reporting population, so a gap cannot be calculated for either group this year.

Bonus pay and benefits in kind



The lower rate for men reflects employee start dates: some male employees joined during the reporting period and were not yet employed when bonuses were paid.

Bonus gap

Metric	2026	2025
Mean bonus gap	(18.8%)	(31.2%)
Median bonus gap	0.0%	0.0%

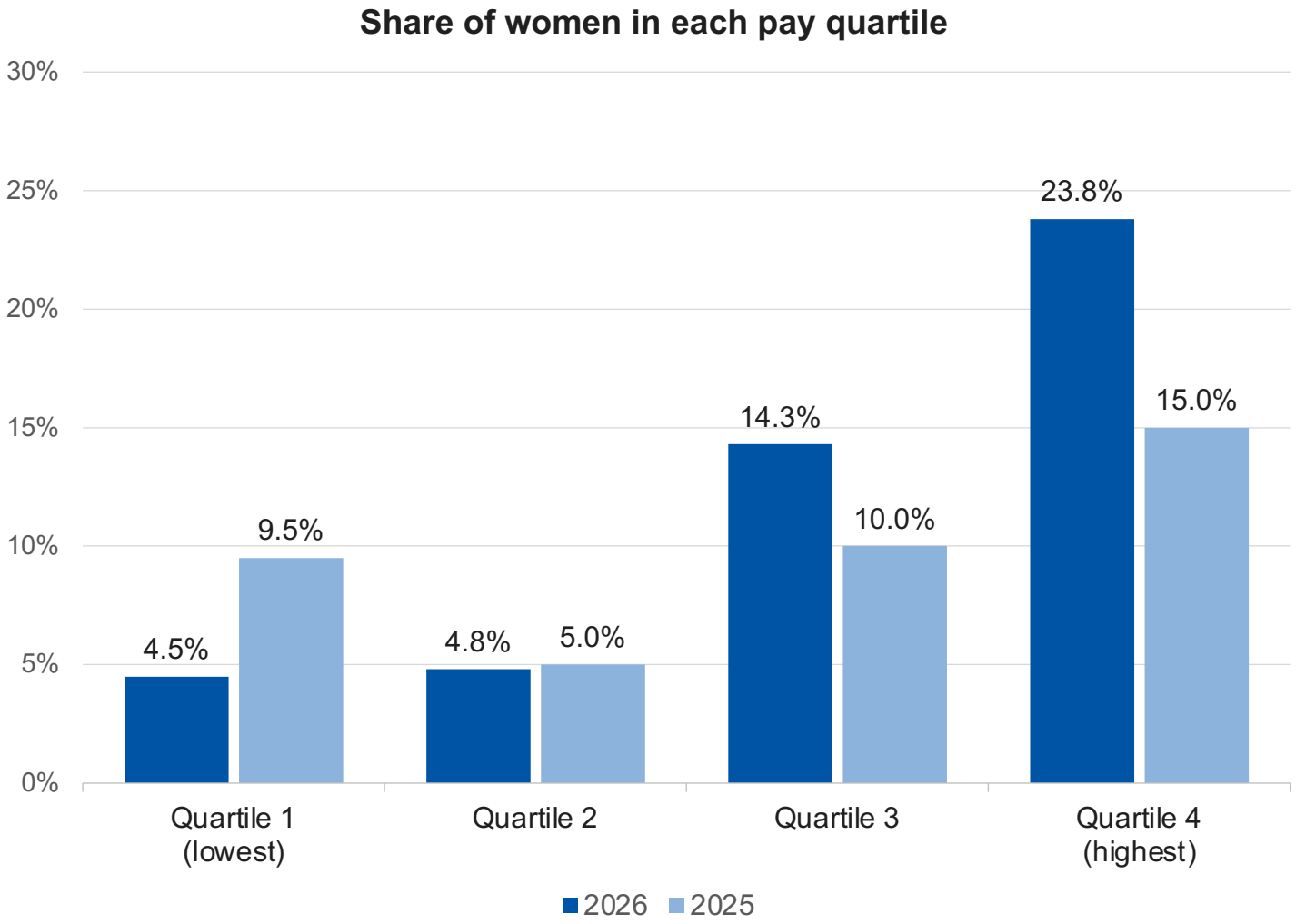
Several new hires were not yet bonus-eligible during the reporting period, which has affected the results shown. The mean bonus gap has narrowed compared with 2025.

Benefits in kind

Received BIK	2026	2025
Men	2.7%	N/A
Women	0.0%	N/A

Only two employees received benefits in kind, so no meaningful conclusion can be drawn.

Pay quartiles



23.8%

of the highest pay quartile are women, up from 15.0% in 2025

Women make up 11.8% of the workforce but 23.8% of the highest pay quartile.

Their share also rose in Quartile 3 and fell in Quartile 1, reflecting the concentration of women in higher-paid roles.

What drives our gender pay gap

1

Senior roles

Our gender pay gap favours women because a higher proportion of our female employees hold senior and management positions. With 10 women in a workforce of 85, half of our female employees are in the highest pay quartile.

2

Operational roles

Most of our workforce is employed in manufacturing and engineering roles, which in our sector have traditionally been filled by men.

3

Equal pay

The gap reflects where men and women are positioned within the organisation, rather than differences in pay for the same or similar work. Mincon is committed to paying all employees fairly and equitably, regardless of gender.

Workforce context

25+ years

of service for a significant number of employees, including several with 40 years of continuous employment.

Mincon has a long-serving, stable workforce with low turnover.

2

employees on temporary contracts on the snapshot date.

All new employees start on a temporary contract of up to 12 months before moving to a permanent contract.

2

part-time employees.

The business operates mainly with full-time roles because of operational and business requirements. The proportion of part-time roles is expected to remain low.

Our actions for 2027

Recruitment

Women make up 11.8% of our employees and remain underrepresented in manufacturing and engineering roles. We will:

- Review job adverts and recruitment materials to ensure they use gender-neutral language, and track the number of female applicants for each role.

Progression

We will support progression at all levels by:

- Monitoring promotions and internal moves by gender each year.
- Providing training and development for all employees.

Fair reward

We will continue to maintain fair reward by:

- Reviewing pay and bonus outcomes for the same or similar roles each year to confirm they remain free of gender bias.
- Checking that bonus eligibility rules, including those for new starters, are applied consistently.

Conclusion

The 2026 results demonstrate continued positive progress. The organisation has increased female representation overall and significantly increased female representation within the highest-paid quartile. The mean and median gender pay gaps are both in favour of women, and bonus participation is now virtually equal across genders.

Looking ahead, the key priorities will be increasing overall female representation, maintaining equitable reward practices, and ensuring balanced representation across all employment categories and pay quartiles.

This report is published on the Mincon website, where it will remain available to employees and the public for at least three years, and has been submitted to the Government's Gender Pay Gap Portal.

THANK YOU

Mincon International Ltd
Shannon, Co. Clare
Ireland



THE DRILLER'S CHOICE