GENDER PAY GAP INFORMATION 2024

With regard to the Gender Pay Gap Information Act 2021, we provide the following information based on the employee data as at 30th June 2024.

As required by legislation, we selected four pay rate quadrants based on the following hourly rates:

Lower = €13

Lower Middle €13.01 to €13.29

Upper Middle = €13.30

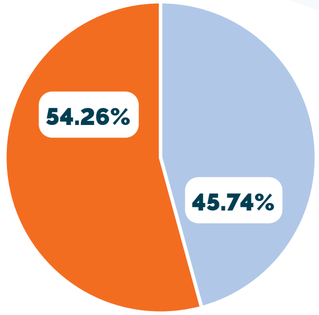
Upper > €13.30 hour

	% Female	% Male
Lower	54.26%	45.74%
Lower Middle	49.30%	50.70%
Upper Middle	49.74%	50.26%
Upper	32.86%	67.14%

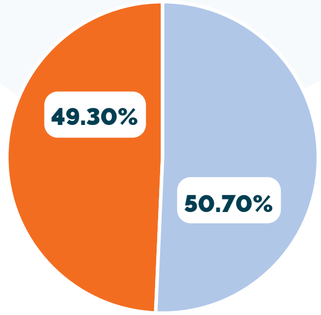
We strive to ensure our staff are paid equal pay for equal work, regardless of gender.

The following illustrates the distribution of pay within the selected quadrants between male and female employees.

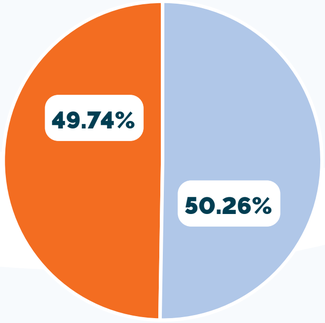
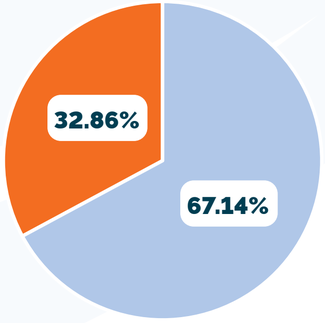
LOWER



LOWER MIDDLE



UPPER MIDDLE



UPPER