

**Folens Group
Gender Pay Gap Report
2025**

We are pleased to present our second report for Folens Group on Gender Pay Gap.

Gender Pay Gap is the difference in the average hourly wage of men and women across a workforce. This includes basic pay, allowances, overtime and performance related bonuses. New legislation in Ireland (The Gender Pay Gap Information Act 2021) requires organisations to report on their hourly gender pay gap across a range of metrics. The gender pay gap results are as of 30th June 2025.

Folens Group 2025 Hourly Rate Gender Pay Gap

Mean	15%
Median	6%

This means that the Mean Pay of Men is 15% higher than the Mean Pay of Women.

Folens Group does not set different rates of pay by gender. The current pay gap arises primarily from the level of female versus male in senior roles, which attract higher rates of pay.

We will continue to monitor our progress on Gender Pay Gap and seek to identify initiatives which will help us to improve any anomalies in a timely way.

The full set of reporting requirements which apply to Folens Group from 2025 is set out in the Appendix with commentary.

Appendix

Gender Pay Gap Requirements	Date 30 June 2025	%
Mean hourly pay gap (All)		15%
Mean hourly pay gap (Part Time)		25%
Mean hourly pay gap (Temporary Contracts)		-14%
Median hourly gender pay gap (All)		6%
Median hourly gender pay gap (Part-Time)		12%
Median hourly gender pay gap (Temporary Contracts)		-18%
Mean performance related bonus gender pay gap (All)		45%
Median performance related bonus gender pay gap (All)		-29%
Percentage of employees per gender to receive a performance related bonus		53% M 50% F
Percentage of employees per gender to receive benefit-in-kind		57% M 55% F
Percentage of employees within lower remuneration quartile		43% M 57%F
Percentage of employees within lower middle remuneration quartile		35% M 65% F
Percentage of employees within upper middle remuneration quartile		44% M 56%F
Percentage of employees within upper remuneration quartile		31% M 69%F

Summary Commentary – Gender Pay Gap Report (as of 30 June 2025)

Our gender pay gap analysis highlights both areas of progress and opportunities for further improvement. The overall **mean hourly gender pay gap** stands at **15%**, with a **median gap of 6%**, indicating that on average, men earn more than women across the organisation. Notably, **part-time roles** show a higher gap (**25% mean, 12% median**), while **temporary contracts** reflect a **negative gap (-14% mean, -18% median)**, suggesting women in these roles earn more than men.

The **mean bonus gap** is significant at **45%**, though the **median bonus gap** is **-29%**, indicating that while higher bonuses tend to go to men, the typical bonus received by women is higher. Bonus eligibility is relatively balanced, with **53% of men** and **50% of women** receiving performance-related bonuses. Similarly, **benefit-in-kind** access is nearly equal (**57% men, 55% women**).

Looking at pay quartiles, women are well represented in the **upper remuneration quartile (69%)**, suggesting strong female presence in higher-paying roles. However, women also make up a larger proportion of the **lower quartiles**, particularly the **lower middle (65%)**, indicating a wider distribution across pay bands.

We remain committed to understanding the drivers behind these gaps and to implementing targeted actions that promote pay equity and career progression for all employees.