



# **GENDER PAY GAP REPORT 2025**

## **FOAMALITE LTD**

**Prepared by Human Resources**



## **OVERVIEW OF GENDER PAY GAP**

The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland. The gender pay gap is the difference between the average pay of female and male employees expressed as a percentage across a range of metrics regardless of their level of seniority within the company. The gap is calculated across the entire workforce of an organisation.

The mean gender pay gap is the difference between the average hourly rate of pay for female employees compared to male employees in the organisation.

The median pay gap is the difference between the hourly rate of pay between female employees and male employees at the mid-point of each gender group in the business.

## **GENDER PAY GAP REPORT**

This report sets out the gender pay gap statistics for Foamalite Ltd in relation to the reporting year of June 2024 to June 2025. The following information has been calculated in accordance with the principles laid out in The Gender Pay Gap Information Act 2021.

The gender pay gap has many contributing factors which will differ from organisation to organisation, and it is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay and does not take into account the different jobs or responsibilities that individual female employees and male employees may have in the organisation. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

Foamalite Ltd is a leading European manufacturer of plastic sheet products and is a member of 3A Composites Display Europe Business Area. The company is located in Loch Gowna, Co Cavan.

Our manufacturing business has a predominately male workforce, consistent with trends in this manufacturing sector and therefore we have a higher representation of males in all our quartiles.

Both our mean and median % figure for all employees returned a negative figure and this is as a result of the proportion of males to females employed in the company with the majority of the females attributed to the upper quartile, where salaries would be at a different level.

We confirm that information and data reported is accurate as of the snapshot date of the 22<sup>nd</sup> of June 2025

*HR Department*



## REMUNERATION

June 2024 to June 2025

### All Employees

| Mean Hourly Remuneration |         |
|--------------------------|---------|
| Female                   | €24.21  |
| Male                     | €21.80  |
| All Employees            | €22.18  |
| Mean Gender Pay Gap €    | -€2.41  |
| Mean Gender Pay Gap %    | -11.06% |

| Median Hourly Remuneration |        |
|----------------------------|--------|
| Female                     | €20.84 |
| Male                       | €19.30 |
| All Employees              | €19.58 |
| Median Gender Pay Gap €    | -€1.54 |
| Median Gender Pay Gap %    | -7.99% |

### Part-Time Employees

| Mean Hourly Remuneration |         |
|--------------------------|---------|
| Female                   | €22.60  |
| Male                     | €19.36  |
| All Employees            | €21.95  |
| Mean Gender Pay Gap €    | -€3.24  |
| Mean Gender Pay Gap %    | -16.72% |

| Median Hourly Remuneration |        |
|----------------------------|--------|
| Female                     | €20.95 |
| Male                       | €19.36 |
| All Employees              | €20.14 |
| Median Gender Pay Gap €    | -€1.59 |
| Median Gender Pay Gap %    | -8.22% |

### Temporary Employees

| Mean Hourly Remuneration |        |
|--------------------------|--------|
| Female                   | €13.36 |
| Male                     | €15.14 |
| All Employees            | €14.92 |
| Mean Gender Pay Gap €    | €1.78  |
| Mean Gender Pay Gap %    | 11.75% |

| Median Hourly Remuneration |        |
|----------------------------|--------|
| Female                     | €13.36 |
| Male                       | €15.86 |
| All Employees              | €15.69 |
| Median Gender Pay Gap €    | €2.50  |
| Median Gender Pay Gap %    | 15.75% |

**NOTE:**

Part-time employees are employees whose working pattern is less than 100% of full-time working hours.



Temporary employees are employees who are not on a permanent employment contract.



## **PERCENTAGE OF EMPLOYEES WHO RECEIVE A BONUS AND BIK**

**June 2024 to June 2025**

| <b>Bonus</b>                                | <b>Female</b> | <b>Male</b> |
|---|---------------|-------------|
| Percentage of Employees who receive a Bonus | 92.3%         | 91.3%       |

*NOTE:*

The above information takes into account all bonus, commission and vouchers paid in the reference period.

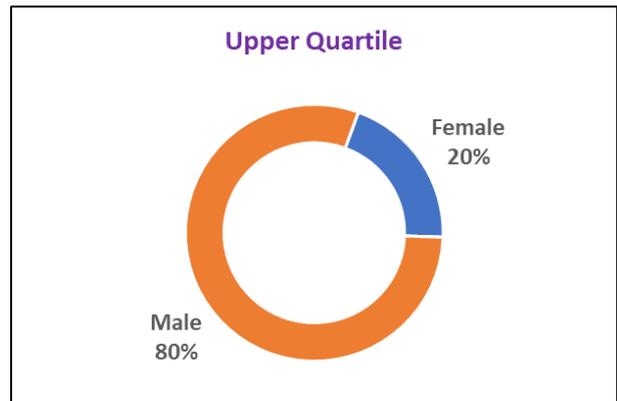
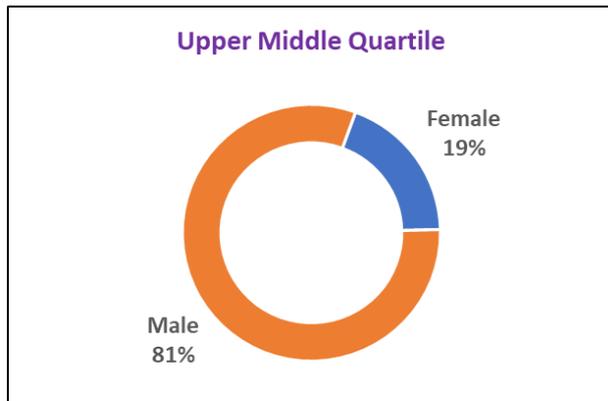
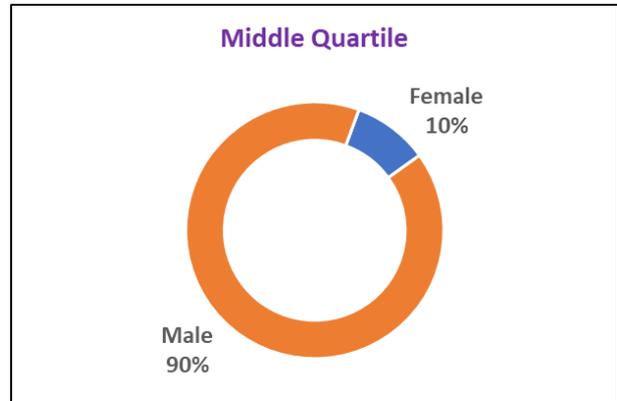
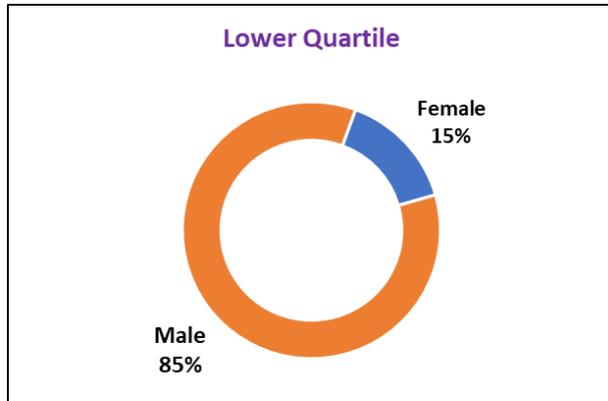
| <b>Benefit In Kind</b>                    | <b>Female</b> | <b>Male</b> |
|---|---------------|-------------|
| Percentage of Employees who receive a BIK | 30.8%         | 5.8%        |



## REMUNERATION QUARTILES

June 2024 to June 2025

| Quartile Pay Bands    | Female | Male  |
|-----------------------|--------|-------|
| Lower Quartile        | 15.0%  | 85.0% |
| Middle Quartile       | 9.5%   | 90.5% |
| Upper Middle Quartile | 19.0%  | 81.0% |
| Upper Quartile        | 20.0%  | 80.0% |



**NOTE:**

The quartiles are created by ranking employees based on their hourly remuneration from lowest to highest, which is then divided into four equal quartiles: lower, lower middle, upper middle and upper.