

**Folens Group  
Gender Pay Gap Report  
2024**

We are pleased to present our first 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 30<sup>th</sup> June 2024.

**Folens Group 2024 Hourly Rate Gender Pay Gap**

Mean	19%
Median	14%

This means that the Mean Pay of Men is 19% 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 2024	%
Mean hourly pay gap (All)		19%
Mean hourly pay gap (Part Time)		35%
Mean hourly pay gap (Temporary Contracts)		-12%
Median hourly gender pay gap (All)		14%
Median hourly gender pay gap (Part-Time)		24%
Median hourly gender pay gap (Temporary Contracts)		-24%
Mean performance related bonus gender pay gap (All)		-27%
Median performance related bonus gender pay gap (All)		3%
Percentage of employees per gender to receive a performance related bonus		47% M 57% F
Percentage of employees per gender to receive benefit-in-kind		58% M 60% F
Percentage of employees within lower remuneration quartile		36% M 64%F
Percentage of employees within lower middle remuneration quartile		30% M 70% F
Percentage of employees within upper middle remuneration quartile		34% M 66%F
Percentage of employees within upper remuneration quartile		47% M 53%F

### **Median and Mean Temporary Contracts Gap**

On average, men on temporary contracts are paid 12% less than women on temporary contracts. This pay gap difference is driven by more women being employed in professional level roles on temporary contracts than men which attract a higher rate of pay.

### **Bonus Gap**

The average bonus gap between men and women is -27% in favour of women. This is driven by a higher percentage of females receiving a performance related bonus and relates to the number of male and females in bonus relevant roles.

### **Proportion of men and women in each quartile band**

The workforce is divided into four equal quartiles based on their hourly remuneration from lowest to highest. The figures above represent the percentages of males and females who fall within each of the four quartiles.