

Swan Net-Gundry Ltd Gender Pay Gap Report

Introduction

Gender pay gap legislation was introduced in Ireland in 2022 to encourage employers to make greater progress in addressing the imbalance of earnings between males and females over the span of their careers.

This report outlines Swan Net-Gundry Ltd's Gender Pay Gap for the reference period 01/07/2024 to 30/06/2025. The Gender Pay Gap measures the difference in average hourly pay between men and women across the organisation. It is distinct from equal pay, which ensures individuals performing the same role receive equal remuneration regardless of gender.

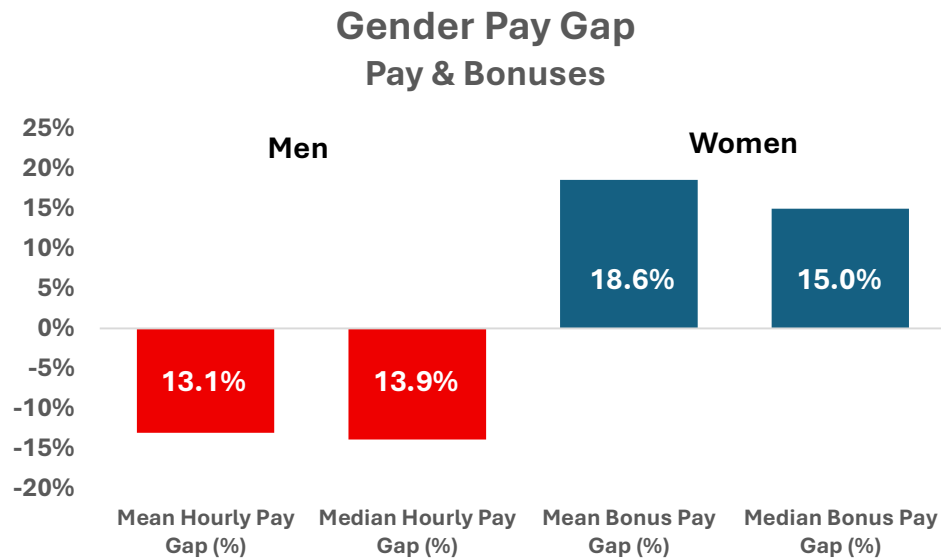
Pay gap calculations do not take into account factors such as different roles, responsibilities, performance or levels of seniority. Gender pay gaps therefore typically reflect the distribution of males and females across seniority levels and different types of roles within the organisation.

Key Terms

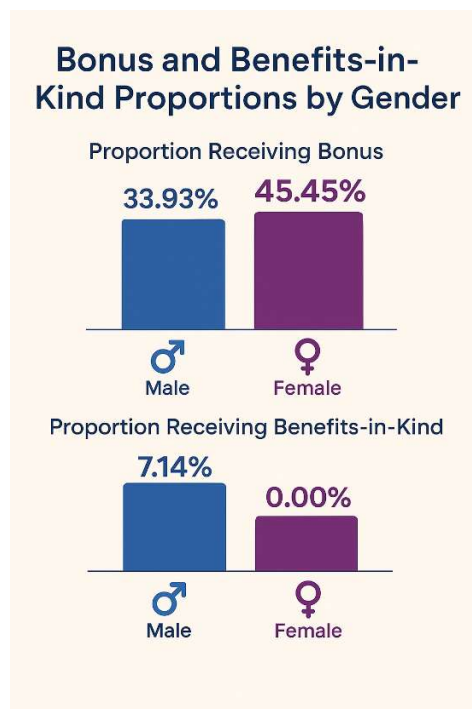
Gender Pay Gap	Additional payments above salary & wages
Median Pay Gap	Middle point difference in pay
Bonus Pay	Additional payments above salary & wages
Benefits in Kind (BIK)	Non-cash benefits provided to employees
Hourly Pay	Pay per hour worked
Reference Period	01/07/2024 – 30/06/2025

Gender Pay Gap Metrics

1. Pay & Bonuses



2. Bonuses & Benefits in Kind



3. Gender Split

Quartile Gender Split refers to how male and female employees are distributed across four pay quartiles when the workforce is divided by hourly pay from lowest to highest.

Gender Distribution by Quartile		
Quartile	♂ Male	♀ Female
Lower Quartile	8	8
Lower Middle Quartile	16	0
Upper Middle Quartile	17	0
Upper Quartile	15	3
Total	56	11

Analysis of Gender Pay Gap Components

The mean hourly pay gap indicates that, on average, women earn 13.08% less than men. This difference is primarily driven by the higher concentration of male employees in senior positions and upper pay quartiles, where salaries are significantly higher.

Interestingly, the bonus pay gap shows that women receive higher average bonuses than men. This outcome is influenced by the distribution of bonus-eligible roles and the criteria used for awarding bonuses. This is a positive indicator for bonus equity and contributes to offsetting the overall pay gap driven by base salary differences.

Measures to Address Gaps

- Implement targeted recruitment and promotion strategies for women in senior roles.
- Introduce mentorship and leadership development programs to support career progression.
- Review benefits-in-kind allocation for fairness.
- Enhance flexible working arrangements and career progression pathways.

This report shows the gender pay data that Swan Net-Gundry Ltd is required to publish according to the Gender Pay Gap Information Act 2021. This data is based on the snapshot date of June 2025.

Swan Net Gundry Ltd

Date: 09 December 2025