

## Gender Pay Gap Report 2025 – Eurofins Food Testing Ireland Limited

Snapshot Date: 22<sup>nd</sup> June 2025

Organisation Size: 50+ employees

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### 1. Gender Pay Gap Metrics

#### Hourly Pay Gap

- Mean Gender Pay Gap: 8%
- Median Gender Pay Gap: 8%

This means that, on average, female employees earn 8% less than male employees on a per-hour basis. The median figure, representing the middle value in pay distribution, also reflects an 8% gap.

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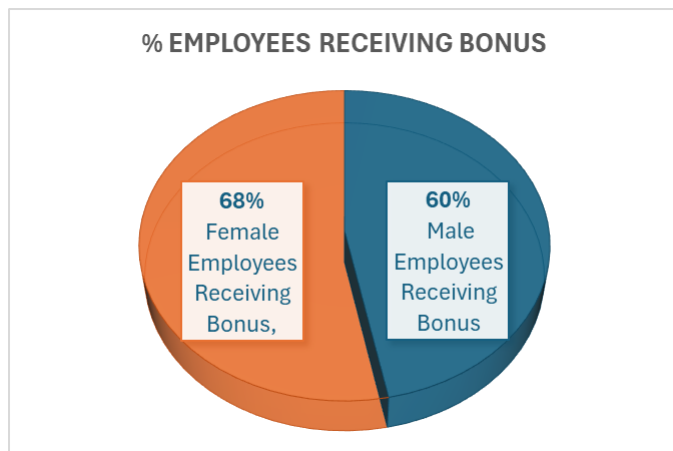
#### Bonus Pay Gap

- Mean Bonus Pay Gap: 20%
- Median Bonus Pay Gap: 19%

This shows that among employees who received a bonus, the average bonus for women is 20% lower than for men, and the median bonus is 19% lower.

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#### Proportion Receiving a Bonus

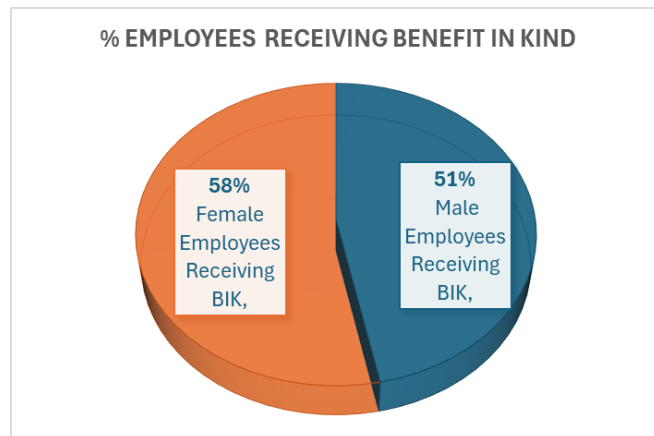


- 68% of female employees received a bonus
- 60% of male employees received a bonus

This indicates that a higher proportion of female employees received a bonus compared to male employees.

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## Proportion Receiving Benefits in Kind (BIK)



- 58% of female employees received BIK
- 51% of male employees received BIK

More female employees received non-cash benefits than male employees.

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## **2. Pay Quartiles**

The figures below represent the gender distribution across four pay bands (quartiles), from the lowest to highest hourly pay.

Quartile	Males	Females	Explanation
Lower	32%	68%	Includes all employees at or below the lower quartile of hourly pay
Lower Middle	19%	81%	Above the lower quartile but at or below the median
Upper Middle	33%	67%	Above the median but at or below the upper quartile
Upper	43%	57%	Above the upper quartile

These figures show that while women are well represented across all pay bands, there is greater female representation in the lower and lower-middle quartiles, and male representation increases in the upper quartile, which can contribute to the overall gender pay and bonus gaps.

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## **3. Narrative and Commentary**

Our reported 8% mean and median gender pay gaps places us close to the national average. An 8% gap still indicates an imbalance, this gap is influenced by the distribution of genders across roles and levels, as reflected in our quartile data.

The bonus pay gap (20% mean) highlights further differences, potentially linked to seniority and performance-based schemes. However, it's encouraging that a greater percentage of female employees received bonuses and benefits-in-kind compared to males.

**Actions We Are Taking:**

- Reviewing internal promotion and progression pathways to ensure fairness and transparency.
- Enhancing flexible working options and support for career development, especially for women returning from leave.
- Monitoring recruitment and reward policies to ensure unbiased decision-making.
- Continuing to report transparently and act on insights from our data.