



UN1F1ED2 GLOBAL PACKAGING GROUP IRELAND LTD

Gender Pay Gap Report 2025

Introduction

At Un1f1ed2 Global Packaging Group Ireland Ltd. we are committed to fostering an inclusive, transparent, and equitable workplace where all employees can thrive.

Inclusion, diversity and equality are critical considerations of our business

Understanding the Gender Pay Gap Vs Equal Pay

It is important to clarify the distinction between Gender Pay Gap and Equal pay.

- **Gender Pay Gap:** examines the difference in average pay of all male and female employees across the business, regardless of role or seniority.
- **Equal Pay:** examines pay differences between a man and woman carrying out the same role, with similar skills and experience.
- **Mean Gender Pay Gap:** The difference in the arithmetic average hourly pay for one group compared to the other, within our organisation.
- **Median Gender Pay Gap:** The middle point when male and female employees are ranked by hourly pay, comparing the median male pay to the median female pay. For example, If all females and males were lined in order of the hourly rate at which they are paid, the median pay gap is the difference between the hourly rate for the middle female compared to that of the middle male.

Quartile Analysis

To better understand pay distribution, a quartile analysis is conducted, which segments employees into four equal pay bands based on hourly remuneration*. This highlights the proportion of male and female employees within each band and provides insight into representation at different levels of the business.

*Hourly remuneration is calculated by dividing the employee's total ordinary pay and bonus pay in respect of the reporting period by the employee's hours worked for that period.

Our Gender Pay Gap

As we continue our aim to improve gender balance the purpose of this report is to publish our gender pay gap information from the snapshot date of 26th June 2025. This is in compliance with Gender Pay Gap Information Act 2021.

Due to our Company size this is the first gender pay gap report that the Company has produced. The data is presented as per requirements.

RESULTS	
Mean Hourly Gender Pay Gap	25.69%
Mean Hourly Gender Pay Gap - Part-Time	-12.39%
Mean Hourly Gender Pay Gap - Temporary	-3.60%
Median Hourly Gender Pay Gap	18.47%
Median Hourly Gender Pay Gap - Part-Time	-12.39%
Median Hourly Gender Pay Gap - Temporary	-4.25%
Mean Hourly Performance Related Bonus Gender Pay Gap - All	71.00%
Median Hourly Performance Related Bonus Gender Pay Gap - All	0.00%
Percentage of employees per gender to receive Perf Related Bonus	84.21% (f) 83.87% (m)
Percentage of employees per gender to receive BIK	73.68% (f) 79.03% (m)
Percentage of men and women in each hour pay quarter	
Quartile 1 Uppr hrly pay Qtr	10% (f) 90% (m)
Quartile 2 Uppr Middle hrly pay Qtr	10% (f) 90% (m)
Quartile 3 lower middle hrly pay Qtr	35% (f) 65% (m)
Quartile 4 lower hrly pay Qtr	38% (f) 62% (m)

Key Insights from our Report On the snapshot date:

Our gender pay gap reflects structural factors, such as lower proportion of women in senior roles and a higher concentration of women in non-skilled/semi-skilled roles .

It also reflects the nature of our industry being packaging manufacturing and the traditionally higher % of male versus female employees. On the date of the snapshot we had 81 employees in total of those 62 were male (76.5%) and 19 were female (23.5%)

A significant number of the male employees had higher tenure than the female employees and this contributed to higher pay levels.

Un1f1ed2 Commitment to Closing the Gender Pay Gap

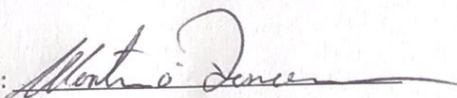
We are dedicated to achieving meaningful progress in reducing the Gender Pay Gap.

This includes addressing underlying factors that contribute to the gap and ensuring equal opportunities for all employees.

- Encourage Internal Recruitment and Promotion – Actively support the progression of employees within the business.
- Champion an Inclusive Culture – Promote equality and provide equal opportunities.
- Invest in Development and Training – Provide learning opportunities to empower employees to grow and advance in their careers.
- Continue to ensure Gender Balanced Recruitment – Ensuring interview panels and recruitment processes are inclusive and fair.

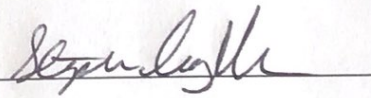
Looking ahead, we are committed to reducing our Gender Pay Gap and we are very aware that there is work to be done here.

We want to ensure our Company provides an opportunity for all employees to excel and provide equal opportunities across the organization to enable this to happen.

Signed: 

Martin O'Donovan

Director

Signed: 

Stephen Coughlan

Director