

The logo for ISOPARTNER, featuring the word in a bold, white, sans-serif font. The letter 'O' is stylized with a blue circle and a white play button icon inside it. The logo is positioned on a light blue background that forms a large arrow pointing to the right.

ISOPARTNER

Gender Pay Gap Report 2025

12 June 2024 – 12 June 2025

<https://www.isopartner.ie/en>

Our Gender Pay Gap 2025

Isopartner Ireland Gender Pay Gap Report 2025

We are pleased to present Isopartner Technical Insulation Solution Ltd.'s Gender Pay Gap Report for 2025. This report complies with the Gender Pay Gap Information Act 2021 and provides a comprehensive overview of our gender pay statistics, the underlying factors contributing to the gap, and our ongoing initiatives aimed at fostering a more inclusive and equitable workplace.

About Isopartner Ireland

Isopartner is a market leader specialising in the distribution, conversion, and production of technical insulation solutions across Ireland. Our focus lies in delivering expert advice, both standard and bespoke insulation solutions, and top-class logistics to sectors including construction, industrial, and specialised trades. Our product range covers thermal insulation, high-temperature insulation, acoustic insulation, and fire-rated solutions, with particular expertise in custom applications.

Understanding the Gender Pay Gap

The gender pay gap measures the difference between the average earnings of all men and all women in the workforce, regardless of role or seniority. It is important to note that the gender pay gap is distinct from equal pay, which ensures that men and women receive equal pay for equal work.

Our Gender Pay Gap 2025

Factors Influencing the Gender Pay Gap

The gender pay gap at Isopartner Ireland is influenced by several factors, including:

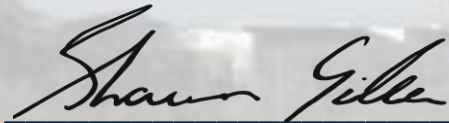
Representation in Senior Roles: A higher proportion of men occupy senior leadership positions.

Industry Trends: The manufacturing and allied trade sectors, in which we operate, have historically seen lower female representation at all levels, particularly in technical and leadership roles.

Looking Ahead

We acknowledge that reducing the gender pay gap is an ongoing journey. While we have made progress, we recognize that there is still work to be done. We are committed to continuously reviewing our policies and practices to ensure that we provide equal opportunities for all employees and work towards closing the gender pay gap.

Isopartner Ireland is dedicated to fostering a workplace that values diversity, equity, and inclusion.



Shaun Gillen

Chief Executive Officer

Gender Pay Gap 2025 | Results | Headcount Summary

Headcount Summary:

Our Gender Pay Gap Report snapshot review period is focused on 12th of June 2024 to 12th of June 2025. During this time Isopartner had a total of 73 employees captured within this snapshot period. 60 of which are male whilst 13 of which are female. We encourage young adults to join us for work experience hence 3 male employees joined Isopartner to gain experience on a fixed term contract, during this time we also had two employees 1 female and 1 male who were reaching retirement and had started their reduced hours. We have 1 part time female employee.

For the purposes of this gender pay gap report we have analysed and reviewed the following for all employees captured within the snapshot period:

- Total Ordinary Pay
- Total Bonuses
- Benefit in Kind Received
- Total number of Hours Worked
- Hourly Remuneration

The above has been analysed and reviewed for all employees captured within the snapshot period including full time employees, part time employees and employees on temporary contracts during this period.

Gender Pay Gap 2025 | Results | Bonus Payments

During the snapshot period, Isopartner's workforce consisted of 82.19% male and 17.81% female employees.

Bonus' are paid out in December of which 84.62% of female employees and 85.00% of male employees received a bonus.

The small difference of 0.38% is explained by the fact that two female colleagues joined Isopartner after the bonus payout date.

When examining the overall bonuses awarded, the mean bonus for female employees was 21.83% higher than that of male employees, reflecting a negative gender bonus pay gap of -21.83%.

Importantly, the median bonus is identical for both male and female employees, indicating no gender pay gap at the median level.

These results reflect Isopartner's commitment to fair and equitable reward practices, ensuring all employees are recognised for their contribution regardless of gender.

Gender Pay Gap 2025 | Results | Benefit in Kind

Of the 73 employees, 8 employees receive Benefit in kind.

Overall, 7.69% of females receive benefit in kind and 11.67% of male employees receive this benefit.

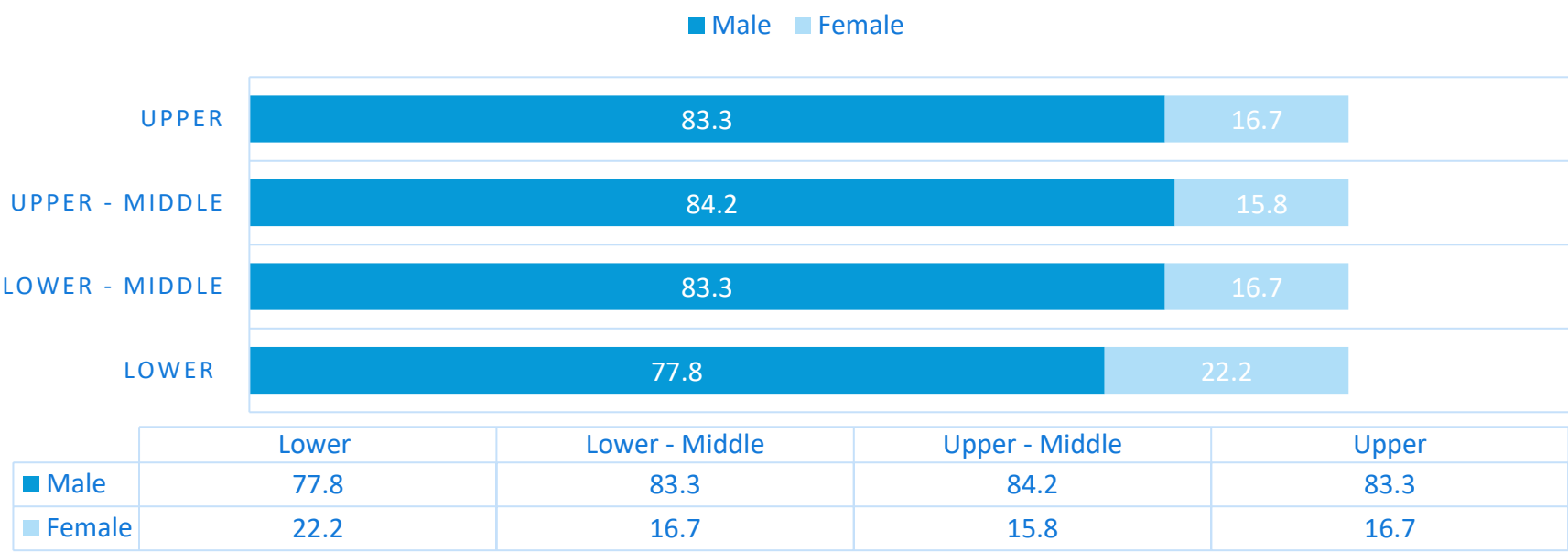
The differences arises primarily from employees whose roles include the provision of a company vehicle. These positions are technical in nature and consistent with trends in the wider manufacturing sector, are currently held by male employees.



Gender Pay Gap 2025 | Results | Pay Quartiles

The graphic below shows employees’ hourly pay divided into four quartiles, with the proportion of males and females in each. Females, who make up 17.81% of the workforce, are underrepresented across all quartiles, reflecting the broader gender imbalance in the manufacturing sector and allied trade. Notably, the Upper and Lower-Middle quartiles have an equal proportion of female employees.

PROPORTION OF EMPLOYEES IN EACH QUARTILE



Gender Pay Gap 2025 | Results | Hourly Pay

Analysing the workforce as a whole the mean hourly gender pay gap is 6.38%. The median hourly gender pay gap is 4.6%.

As we have only one employee on a part time contract, a gender pay gap calculation is not applicable for this category.

As we have three employees on a fixed term contract, however as all are male, a gender pay gap calculation is not applicable for this category.

Gender Pay Gap 2025 | Our Commitment

Our ongoing commitment to reducing our gender pay gap spans the employee life cycle and involves teams from across the business.

We have appointed our first full time Human Resources Business Partner in Ireland, and through their work with Isopartner's employees across all levels we have introduced a series of actions over the past year:

- Diverse interview panels are now mandatory for all roles including leadership positions.
- All line managers have been upskilled on inclusive hiring practises.
- All external hiring communications are now written in gender neutral language
- All policies including family leave, ED&I and ESG have been explained to each employee in detail and circulated for transparency.
- We have initiated individual staff development (1 to 1 conversations) to allow staff an opportunity to give feedback to Isopartner on local issues in order for us to provide a culture of inclusivity regardless of seniority, role, nationality and gender.
- Publish all internal job opportunities, with clear criteria for selection and promotion.
- Ensure PPE and site facilities (changing rooms, restrooms) are inclusive and comfortable for all genders.

Gender Pay Gap 2025 | Looking Forward

We know that there is still much more to be done.

In 2026, we will be introducing:

- An engagement calendar with initiatives to further our efforts in creating a more inclusive workplace with specific highlights to celebrate International Women's Day and other diversity milestones.
- We will continue to conduct pay equity reviews to ensure that employees at the role and experience are paid equitably irrespective of gender.
- When recruiting we will display clear salary bands for each role.



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