zinkworks

Gender Pay Gap Report

2025

Welcome to the Zinkworks Gender Pay Gap Report for 2025

At Zinkworks, we are proud to be an Ireland-based organisation, with the heart of our operations in Athlone, and a global network of talented professionals who bring diverse skills and perspectives to our work. Together, this vibrant mix of backgrounds, experiences, and ideas is what makes us Zinkworks.

Our culture is built on our principles T**eamwork, Learning, and Professionalism**. We believe that when people feel supported, valued, and empowered, they can grow to their full potential and perform at their very best. Creating a community where people can grow and be at their best, belong, and continually develop is central to who we are.

Our principles also guide our commitment to equality, fairness, and inclusion. They serve as the roadmap for building a workplace where everyone's unique contributions are recognised and where career ambitions can be realised.

This report reflects our ongoing commitment to transparency. While we acknowledge that we still have work to do, we see this not as a setback, but as an opportunity and one we are fully committed to addressing.

Aileen Cramer – Chief Operating Officer

Gender Pay Gap – our approach

Snapshot date – 30th June 2025

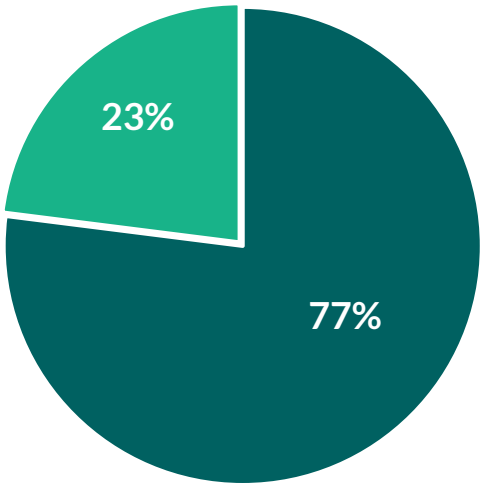
In line with the Gender Pay Gap Regulations, Zinkworks selected **30 June 2025** as our snapshot date.
On this date, 148 people were employed by **Zinkworks Limited in Ireland**. We have completed all calculations in consultation with:

The **Gender Pay Gap Information Act 2021**

S.I. No. 264 of 2022

S.I. No. 259 of 2025

Our gender pay gap figures are based on the **average hourly pay** of all male and female employees in Ireland on the snapshot date. Calculations include earnings from the preceding 12 months and take into account **salary, bonus remuneration, commission, and all other relevant payments**.



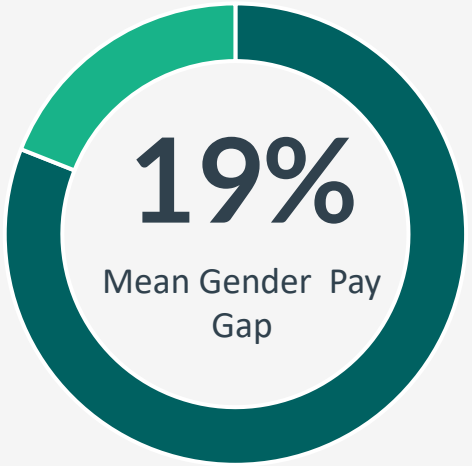
Gender Split

Male Female

The Mean Gender Pay Gap

The Mean Gender Pay gap is the difference between the average hourly pay of male and female employees.

There was a 19% difference between the average salary of males and females in the 12 months to June 2025. This difference in average pay arises from men occupying more senior roles than women during the period.

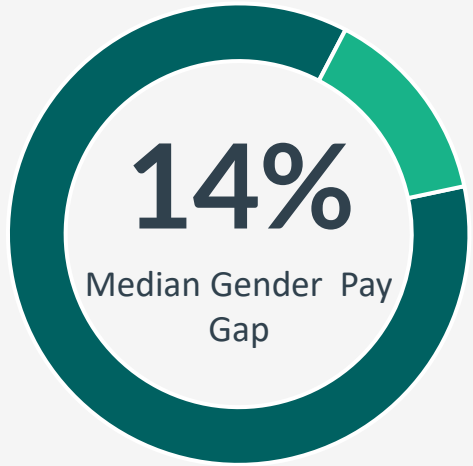


Male Female

The Median Gender Pay Gap

The Median Gender Pay gap is the difference between the median point of hourly pay of male and female employees.

There was a 14% difference between the median hourly wage of males and females. This difference arises from more women occupying lower paid roles during the period.



We have not reported on gender pay gap for part-time and temporary employees due to low numbers in these categories.

Pay Quartiles

In order to group employees into quartile pay bands, we created a ranking of employees based on their hourly remuneration from lowest to highest. This is then divided into quartiles: lower, lower middle, upper middle and upper.

The proportion of male and female employees in each quartile is shown as a percentage.

Bonus Analysis

This shows the % of all employees who received a bonus during the period, which was 16% of the total.

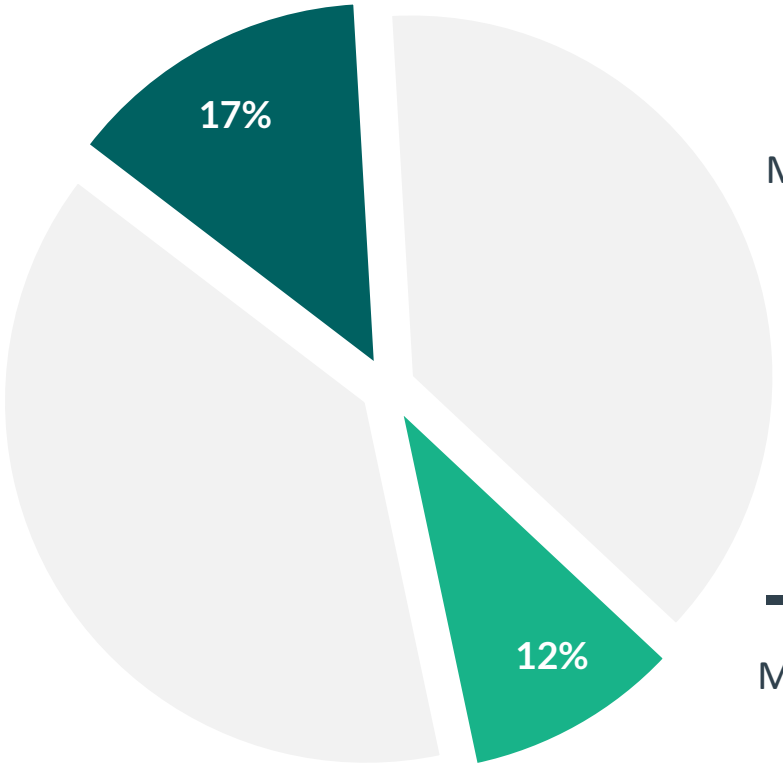
Broken down between male and female, 17% of male employees and 12% of female employees were paid a bonus.

The Mean Bonus amount paid to females was 34% lower than paid to males during the period.

*The Median Bonus amount paid to females was 77% higher than paid to males during the period.

100% of all employees may avail of healthcare by way of benefit in kind.

All Employees - 148



34%
Mean Bonus Gap

-77%
Median Bonus Gap *

Male Female

Closing Statement

Zinkworks's mean gender pay gap stands at 19%. Our gender pay gap is driven by representation, not by unequal pay for equal work. Similar to many organisations in the technology sector, we see an under-representation of women in senior technical and leadership roles. Increasing female participation across all levels is a key priority for us, supported through inclusive hiring practices, strengthened development pathways, and targeted initiatives that promote progression. We are committed to reducing this gap over time. We are fortunate to have exceptional female talent across the organisation, and we are confident that as we continue to invest in advancement, mentorship, and development opportunities, this gap will continue to narrow. Our leadership team is dedicated to fostering an environment where more women move into senior roles, and where every employee regardless of gender has the opportunity to grow, lead, and succeed.

Root Causes of Our Gender Pay Gap & Next Steps

Representation of Women in STEM
Like many companies in the technology sector, Zinkworks is impacted by the broader, well-documented challenge of lower female representation in STEM roles.
Our Next Steps
Identify and support high-potential female employees earlier in their careers.
Develop and promote strong internal female role models.
Participate in outreach and visibility initiatives to encourage more women to consider careers — and leadership roles — in technology. This includes programmes such as *Women ReBOOT* and hiring an equal male/female ratio through our graduate and apprenticeship programmes.
Build on our Women @ Zinkworks initiatives to further strengthen visibility, support, and community.
Work with local schools to promote STEM.

Work–Life Balance & Caring Responsibilities
Across the industry, women are more likely to take on a larger share of family and caring responsibilities, which can influence career progression, availability, and long-term opportunities.
Our Next Steps
Continue reviewing and enhancing our family-friendly and flexible working policies.
Encourage leaders to model balanced working practices at all levels.
Ensure workloads, opportunities, and expectations are fair and supportive of long-term career development for all employees.
Continually support women in Zinkworks and grow our established Women in Zinkworks Community.

Unconscious Bias & Inclusive Leadership Training
Unconscious biases can influence decisions related to hiring, performance evaluations, pay, and promotions.
Our Next Steps
Continue delivering inclusive leadership and bias-awareness training across the organisation.
Encourage leaders to champion Diversity, Equity & Inclusion (DEI) openly and consistently.
Ensure DEI remains a core topic within executive discussions and employee communications.
Embed structured, transparent, and objective processes in recruitment and promotion to reduce subjectivity and improve fairness.

We remain committed to reducing the Gender Pay Gap and building a fair, supportive workplace for all. Every employee should have the chance to grow and succeed at Zinkworks, and we will keep working to make that possible.