

MEI- Gender Pay Gap Report Munters Corp Ireland





GENDER PAY GAP REPORTING IN IRELAND

WHAT IS THE GENDER PAY GAP?

- The gender pay gap is the difference in the average hourly wage of men and women across a workforce.
- The gender pay gap looks at the pay differences between men and women at a much broader level, irrespective of their role or seniority.

Purpose

- Munters Corp Ireland Ltd believes in equal opportunities amongst all of our employees. Following new government guidelines, Gender Pay Gap Reporting must now be filed in accordance with legislation from 2022 update in 2024 where organisations with over 150 employees are being asked to report on their Gender Pay Gap for the first time in 2024. This reporting is required in order to address the issues of low employment and participation rates of women globally.
- Munters is required to choose a snapshot date. The snapshot date must be in June, with the calculations to be based on those employees' remuneration for the 12-month period that precedes the snapshot date in June.



Our Gender Pay Gap metrics:

The snapshot date for this gender pay data was 30 June 2024 and the period referenced is June 2023 to June 2024. We had 165 employees, of whom 17 were women and 148 were men.

→ PAY

Mean Gap

32.80%

Median Gap

16.28%

→ Total Headcount > 165



148



17

Reasons for the Gender Pay Gap at Munters Corp Ireland:

- Primarily it is a male dominant industry
- Many of our leadership team have progressed through length of service within the company
- High percentage of males tend to undertake relevant areas of study related to our industry



Solution for the Gender Pay Gap at Munters Corp Ireland:

- We still don't have enough women within our workforce, this is something that we are committed to improve. This a primary area of focus for Munters. We are aiming to bridge this gap by reviewing our recruitment processes in order to make this industry more attractive to females workers.



TOTAL

Mean bonus remuneration pay gap	47.37%
Median bonus remuneration pay gap	54.55%
Mean hourly pay gap (all employees)	32.80%
Mean hourly pay gap (part-time employees)	72.39%
Median hourly remuneration pay gap (all employees)	16.28%
Median hourly remuneration pay gap (part-time employees)	79.59%

Hourly Pay Quartiles		
- Upper	100%	0%
- Upper Middle	100%	0%
- Lower Middle	88%	12%
- Lower	75%	25%

Percentage who received benefits in kind

→ BIK



31.42%



20%

Percentage who received paid bonuses

→ Bonus



80%



65%

**See more information about Munters Group goals and outcome in Munters Annual & Sustainability report (ASR) 2023 on Munters & Munters webpage: [Committed to Sustainability | Munters](#)*