

Gender Pay Narrative

Martin Brower Ireland

June 2025 – Reporting November 2025



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Martin Brower Ireland: Gender Pay Narrative

The Gender Pay Gap Information Act 2021 mandates organisations to report on their gender pay gap. This legislation has been amended to apply to all employers in Ireland with at least 50 employees (previously 250) using data as of the 30th June 2025 (snapshot date).

For the first time, Martin-Brower Ireland Ltd is legally required to carry out and publish gender pay gap analysis.

1. Foreword

Martin-Brower Ireland Ltd (hereafter referred to as Martin Brower) is more than a service provider; we are a strategic partner. We architect the future of supply chain through smart, sustainable solutions that fuel our customer's growth ambitions and positively impact the communities in which we live and work. We move the things that matter.

We are a company with innovation at the core, where ingenuity is continually encouraged, and imagination is carefully nurtured. In a time of rapid advancement, every team member has a pivotal contribution to make. At Martin Brower, we empower our people with the latest tools and technology and immerse them in a culture of infinite possibilities. In turn, they steer our thinking and guide our transformation as a company and as an industry.

Our diverse and talented team members have driven our reputation for excellence and have an unmatched opportunity to innovate the supply chain industry. Every team member is nurtured in a culture that empowers, rewards and supports the quest for individual growth; we believe that together, we are stronger.

We strive towards a more gender balanced organisation and we currently see our mean gender pay sitting at **6.67%** in favour of females and our median gender pay sitting at **8.17%**, in favour of males.

Our wider business strategies and initiatives reflect our ongoing efforts to address pay disparities between genders.

We embed and build upon global initiatives and are collectively influential in taking strides towards making Martin Brower a fair and balanced workplace and we encourage greater female representation. We continue to actively focus on using an inclusive recruitment process and, in October 2024, implemented a global recruitment tool.

Martin Brower values a diverse and inclusive environment where everyone is treated fairly and inspired to achieve their potential. Our UK & Ireland Equity and Inclusion strategy considers how we operate in accordance with the global Equity and Inclusion ambitions. It sets out where we start from in terms of our workforce and our current legal duties and articulates our strategic vision, commitments and objectives. We aim to harness the power of inclusion to our strategic advantage, and our global Equity and Inclusion programme has been influential in making strides towards making Martin Brower a truly inclusive organisation through our culture and workplace environment. We ran a "Belonging Survey" in April 2024, which requested employee feedback on what it means to be diverse and more inclusive as an organisation, and from this we have created our new UK & Ireland Equity and Inclusion strategy and Belonging Community initiative.

We ensure that our Human Resource (HR) policies encourage and support flexible working at Martin Brower. Our HR team actively supports our inclusion message by positively influencing and challenging line managers to ensure they recognise how their individual behaviours and actions impact our overall ability to create an open, fair, and inclusive workplace culture.

2. Gender Pay Gap Reporting

The most recent national gender pay gap figure for Ireland (October 2023) is reported to be **9.6%** in favour of males (Central Statistics Office Ireland).

Since the last published figure, gender pay gap reporting (Ireland) has undergone significant changes. In 2025 the threshold for mandatory reporting has been lowered to 50 employees, expanding the scope to include a larger number of organisations. These changes will result in a more comprehensive understanding of the wider gender pay position in Ireland.

Gender Pay Gap Reporting requires applicable organisations to publicly report their gender pay gap metrics for full-time and part-time employees, with the aim of eliminating the gender pay gap. The reporting requirements are set out below:



3. Pay Gap

As of the 30th June 2025 payroll, Martin Brower's mean gender pay gap stood at **6.67%** favouring females, with the median gender pay gap at **8.17%** favouring males - both sitting comfortably under the current national average of 9.6%.

Mean Hourly Pay Differences		Median Hourly Pay Differences	
Male Hourly Rate	€23.55	Male Hourly Rate	€23.39
Female Hourly Rate	€25.12	Female Hourly Rate	€21.48

Pay Gap	6.67%	Pay Gap	8.17%
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It is worth noting that the mean (or average) can be susceptible to the influence of outliers, and therefore it is important to consider the median (the middle point of the data set) for a fair representation of the data.

Our gender pay gap is predominantly due to our workforce consisting of a higher number of males (88.55%) compared to females (11.45%). The higher percentage of males in our workforce is also visible in each pay quartile as detailed below and in section 5 of this report.

Quartile	% Males in Quartile	% Females in Quartile	Total %
1	21.37%	3.82%	25.19%
2	24.43%	0.76%	25.19%
3	22.90%	2.29%	25.19%
4	19.85%	4.58%	24.43%

It is important to reiterate Martin Brower's commitment to paying men and women equally for equivalent roles.

Whilst females represent a small proportion of Martin Brower's workforce, we are pleased that four of the fifteen females in the data set (36.36%) are part of the senior management team for Ireland compared to 7.76% of our male population in the senior management team (Ireland). We hope that these skilled female professionals will positively influence the culture and expectations at Martin Brower, providing empowering senior female role models.

We welcome the gender pay reporting changes in Ireland. The increase in transparency will provide us with insights into other organisations and their approach to closing the gender pay gap.

4. Pay Gap Part-Time Employees

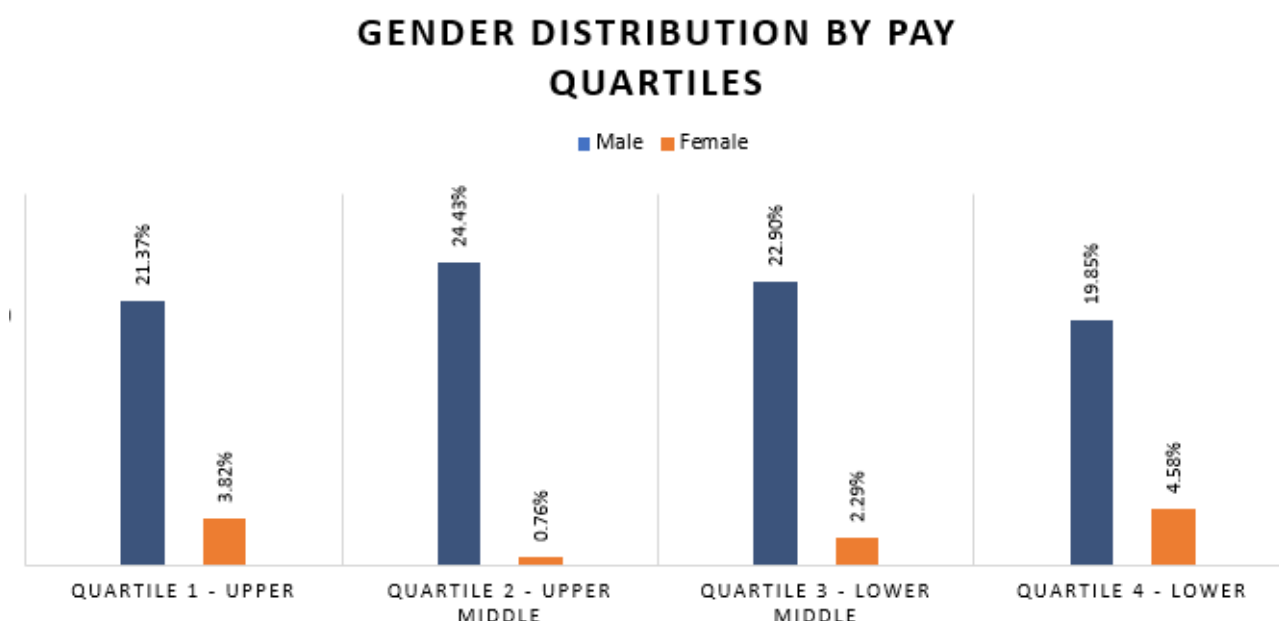
The snapshot payroll data (30th June 2025) for part-time employees details our 11 part-time employees - 27% female and 73% Male.

Martin Brower's part-time pay gap sits at mean at **17.44%** favouring females, with a median gender pay gap at **4.70%** favouring males.

Mean Hourly Pay Differences PT		Median Hourly Pay Differences PT	
Male Hourly Rate	€19.55	Male Hourly Rate	€19.14
Female Hourly Rate	€22.96	Female Hourly Rate	€18.24
Pay Gap	17.44%	Pay Gap	4.70%

5. Gender Pay Balance Across the Pay Quartiles

When we observe the distribution of female and male employees within the quartiles, as shown in the bar chart below, we can see that female employees are under-represented across all pay quartiles.



6. Bonus Gap

Martin Brower's bonus gap favours female employees at the mean by **96.16%**, and at the median by **6.14%**.

Discretionary performance-related bonuses are awarded and paid on an annual basis via two bonus plans, taking account of business and individual performance.

Our bonus pay gap is impacted because we operate two bonus structures, one for our unionised population and one for the non-unionised population. Most of our workforce sit within the unionised arrangements which cover volume roles such as Customer Service Drivers and Warehouse Operatives, which are predominantly occupied by males.

In addition to the bonus structures, there are also different pay award arrangements for the two groups; the unionised award has agreed rates for each position within the union agreement whilst the non-unionised award is part of our global pay structure where every role sits within a job family with an associated salary range.

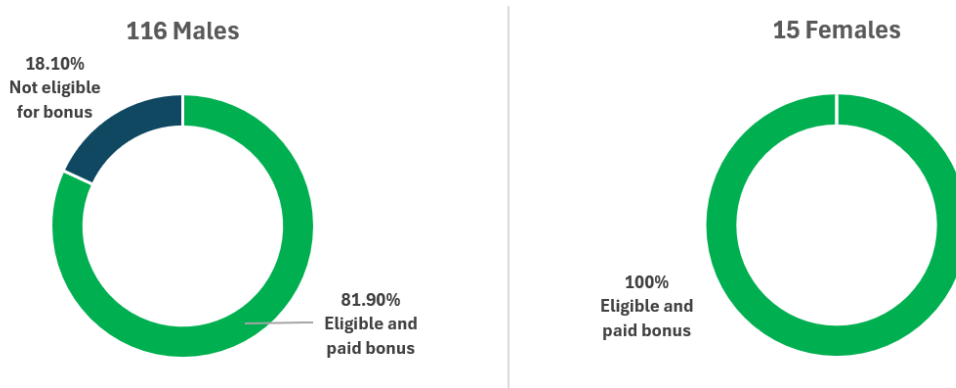
We recognise that there are structural differences in earning potential within each group which is common across our industry.

Gender	Number Receiving Bonus	% Bonus Distribution	Mean Bonus Pay Difference	Median Bonus Pay Difference
Male	95	81.90%	€835.41	€673.89
Female	15	100%	€1,638.70	€715.28
Bonus Gap	110		96.16%	6.14%

7. Bonus Participation

As an equal opportunity employer, all employees in eligible roles qualify for a bonus (subject to meeting the relevant performance criteria), irrespective of their position, age, gender, or ethnicity.

Out of 131 employees, 95 males were eligible and were paid bonus (81.90%), 15 females were eligible and were paid bonus (100%).



8. Benefits In Kind Gap

Gender	Number in Data Set	Number Receiving Benefits in kind	% Receiving Benefits in kind
Male	116	3	2.59%
Female	15	1	6.67%

The team members receiving benefits in kind do so in relation to the position (role) they hold within the organisation and the specific terms and conditions connected to that role. If there were multiple team members in the same role, regardless of gender, they would also receive the same benefits in kind connected to that position (role).

9. Human Resources Strategy

Our HR philosophy is to attract and retain high calibre individuals and to leverage their unique talents to enable us to deliver a world-class service to our customers. We recognise that we operate in a male dominated industry, with most female employees working in the corporate functions.

We are committed to driving greater transparency in our HR systems and have invested in technology to help support more effective pay decisions for our non-unionised population. We use a specific compensation module within our global system which calculates suggested pay increases, taking account of individual performance and position in the pay band/ pay range. Pay ranges are regularly market tested to ensure they remain competitive. This system approach has made the pay award process more transparent and robust.

Equity and Inclusion

As referenced above, we have recently created a new 'Belonging' Community', focused on creating the right environment to increase understanding, allowing all voices to be heard and differences embraced and celebrated. Through our Belonging Survey, we gained insights on what it means to be a diverse and more inclusive organisation resulting in a new Equity and Inclusion strategy and from this we are developing action plans.

We have an ongoing commitment to align policies with the global Equity and Inclusion ambition and ensure these reflect that we are a fair and equitable employer, welcoming individuals from different backgrounds. We have highlighted the importance of menopause awareness, creating guidelines for managers and additional employee guidance, including training to drive allyship. We work with our Employee Assistance Programme (EAP) provider to ensure there is more support for team members and their families during times of crisis. This has evolved to support being available 24/7 via the EAP app and telephone support line and we have focused on communication to employees about the support available to them.

To support families further we recognise the importance of flexible working. The HR team support managers in their approach and consideration of all flexible working requests and how they can be best accommodated.

Communication

Our Senior Leadership Team (SLT) has hosted roadshows at all Martin Brower sites to provide an opportunity for open dialogue and sharing of key business information. Special care was taken to ensure team members working different shift patterns (including nights) had the opportunity to attend and have their voices heard. A number of SLT members also went "back to the floor", working within the warehouse environment to "walk in people's shoes" and gain first hand experience of day to day operations. Following the various listening exercises we have carried out, we have consolidated the findings and created an action plan.

We reach new audiences by leveraging a vast array of different communication channels, including social media platforms to promote our charitable activities and equity and inclusion initiatives.

We launched our Moving Communities Forward scheme which focuses on volunteering and enabling our team members to get involved in initiatives in the community, which includes our charity partner of choice - Ronald McDonald House Charities.

Recruitment

We strive to embed our brand and use inclusive imagery which reflects our desire to strive for a more diverse workforce. We continue to use gender-neutral language in our adverts to appeal to a wider pool of applicants and we create more bespoke adverts - all of which has increased candidate diversity. In 2023 we launched a new recruitment software system, ICIMS, that has facilitated more transparency and governance around our recruitment process, ensuring a consistent approach to all recruitment activity.

Our HR team support inclusion by influencing and challenging hiring managers to ensure they recognise how their individual behaviours and actions impact our overall ability to create an open, fair, and inclusive workplace culture. This extends to our interactions with recruitment agencies where we positively encourage the attraction of diverse candidates to our advertised positions.

ICIMS has also enabled us to review analytics regarding recruitment campaigns and advertising channels.

Development

Colleague development is a key focus at Martin Brower and we are committed to making the most effective use of the talent, skills and capabilities of our team members. We have a dedicated i-Learn Academy used to host team building activities and training days. All new team members across our network are invited to a quarterly induction which gives them the opportunity to network with other new team members and, at the earliest stage of their career with us, the opportunity to gain understanding of how our business works and the numerous and varied career opportunities available.

A number of the Ireland Leadership Team are members of our UK & Ireland Leadership Community, comprising the top 40 business leaders. We acknowledge how important it is to invest in the development of this group because their knowledge cascades throughout the organisation and drives forward progress. The Leadership Community gives individuals exposure to our Senior Leadership Team and the opportunity to get involved in the wider business strategy, stepping out of functional roles.

We actively encourage our team members to consider different role experiences as they progress their careers at Martin Brower, and partner with various external bodies to help them gain industry insights and share best practices.

10. Closing Remarks

We acknowledge and understand the reasons behind the gender pay gap at Martin Brower. We have concentrated on laying a strong foundation to support sustainable growth, and we look forward to sharing and implementing initiatives that underpin and strengthen our position as a forward-thinking and inclusive employer, guided by a strong vision for equity and inclusion.

We consistently seek to evolve our HR policies and practices to cultivate an environment that promotes the growth and advancement of every employee.

Guided by our CARES values, we will continue to work in partnership with all our colleagues, regardless of their ethnicity, gender, age, disability, religion, or sexual orientation, to foster confidence and support their professional growth.

11. About this Report

Disclaimer:

This report has been prepared in accordance with the Gender Pay Gap Information Act 2021 and the Gender Pay Gap Information Regulations 2022, based on data as of 30th June 2025. The gender pay gap is a measure of the difference between the average pay of men and women across the organisation and does not indicate unequal pay for equal work. Martin-Brower Ireland Ltd confirms that it provides equal pay to men and women performing equivalent roles. Any forward-looking statements in this report are intended to outline our current priorities and ambitions and do not constitute contractual commitments. All data has been aggregated and anonymised in accordance with applicable data protection legislation.