

GENDER PAY GAP REPORT – DRAFT 1

1. INTRODUCTION

Leprino EU Ltd., is pleased to present our Gender Pay Gap Report, marking our first year of reporting under the Gender Pay Gap Information Act. This report reflects our commitment to transparency, equality, and continuous improvement in creating an inclusive workplace.

Our purpose in publishing this report is to share our current position, explain the factors influencing our pay gap, and outline the actions we are taking to promote fairness and opportunity for all employees.

Who We Are

At Leprino, our business is guided by four core values:

QUALITY	Delivering excellence in every product and service.
SERVICE	Putting our customers and employees at the heart of everything we do.
COMPETITIVE PRICE	Providing value without compromising standards.
ETHICS	Acting with integrity, responsibility, and respect.

Our Cultural Commitments

We foster a culture built on collaboration, innovation, respect, and sustainability. These principles shape how we work together and how we serve our customers and communities.

This report is an important step in our journey toward greater equality and inclusion, and we remain committed to continuous progress.

This report includes all relevant employees of Leprino EU Ltd, Portlaoise site as of the 30th June 2025 who worked same hours during the year to June 2025.

2. WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap is the difference in the average hourly pay of men and women across a workforce. The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics.

Equal Pay and the Gender Pay Gap are related but distinct concepts. Equal Pay is a legal requirement ensuring men and women are paid the same for the same work or work of equal value. The Gender Pay Gap, however, measures the overall difference in average pay between men and women across the organisation, regardless of role. A company can fully comply with Equal Pay legislation and still have a Gender Pay Gap, often due to factors such as representation in senior roles or working patterns.

Understanding this distinction is key to interpreting the figures in this report and driving meaningful change.

3. RESULTS

Here are our results:

Gender Pay Gap Requirements	Percentage	
Mean hourly gender pay gap	-43.5%	
Median hourly gender pay gap	-14.7%	
Mean hourly gender bonus gap	-529.4%	
Median hourly gender bonus gap	-222.5%	
Percentage of employees per gender who received bonus	91.3% (F)	95.2% (M)
Percentage of employees per gender who received BIK	73.9% (F)	68.6% (M)
Mean hourly gender pay gap (Temporary)	30.8%	
Median hourly gender pay gap (Temporary)	30.8%	
Mean hourly gender pay gap (Part-time)	N/A	
Median hourly gender pay gap (Part-time)	N/A	
Percentage of employees per gender in the lower quartile	15.6% (F)	84.4% (M)
Percentage of employees per gender in the lower middle quartile	9.4% (F)	90.6% (M)
Percentage of employees per gender in the middle upper quartile	21.9% (F)	78.1% (M)
Percentage of employees per gender in the upper quartile	25.0% (F)	75.0% (M)

$$\text{Mean Pay Gap} = \frac{\text{Mean male pay} - \text{Mean female pay}}{\text{Mean male pay}}$$

The mean pay gap is the difference between the **average hourly pay** of men and women. It is calculated by adding up all the hourly pay rates for each group and dividing by the number of employees in that group, then comparing the two averages.

$$\text{Median Pay Gap} = \frac{\text{Median male pay} - \text{Median female pay}}{\text{Median male pay}}$$

The median pay gap is the difference between the **middle hourly pay value** for men and women when all pay rates are arranged from lowest to highest. It represents the midpoint of each group's pay distribution and is less affected by extreme values.

Our workforce is predominately men with just 18% women. When the number of men or women in an organisation is very small, this means that the median and mean gender pay gap is very sensitive to the circumstances of the organisation. The individual roles held by the small number of women (i.e. females in the most senior positions) has a big influence on the gender pay gap.

4. ACTIONS TO CLOSE THE GAP

At Leprino, we remain deeply committed to Diversity, Equity, and Inclusion (DE&I) and to fostering a workplace where everyone feels valued and respected. However, as the Portlaoise site is scheduled to close in 2026, there will be no further recruitment opportunities. This means we will not have the scope to significantly reduce the gender pay gap or increase female representation before the closure.

While these circumstances limit our ability to implement long-term structural changes, we continue to uphold our core values—Quality, Service, Competitive Price, and Ethics—and ensure fairness and transparency in all aspects of employment until the site's final day of operation.