

CLEANOVA IRELAND

GENDER PAY GAP REPORT



In line with Gender Pay Gap legislation in Ireland, Cleanova is required to report and publish our gender pay gap between male and female employees on both a mean and median basis. These figures represent averages and reflect gender representation across the organisation.

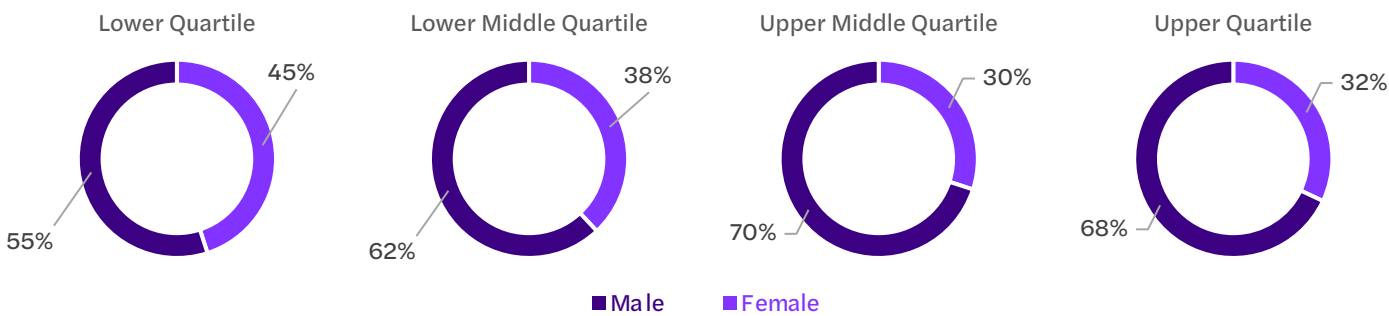
2025 RESULTS

Snapshot Date: 1 June 2025

	Mean	Median		Male	Female
Gender Pay Gap	10.91%	5.87%	Bonus Proportion	71.43%	85.29%
Bonus Pay Gap	0.43%	0.00%	Benefit in Kind Proportion	3.45%	0.00%

Notes: The mean figure represents the average pay rate of all male and female employees in the organisation. The median figure represents the midpoint pay rate for all male and female employees, when listed from highest to lowest.

Proportion of Male and Female Employees by Pay Quartile



OUR RESULTS - ANALYSIS OF DRIVERS

Workforce Profile

The filtration industry, like much of the broader industrial manufacturing and engineering sector, is predominantly male-dominated, particularly in technical, operations, and leadership roles. Consistent with these industry trends and workforce demographics, there is a higher proportion of males in manufacturing and technical positions.

Representation in Senior Roles

Male representation remains higher in senior-level positions across the organisation, which influences the overall gender pay gap when compared to female representation at these levels.

Work Patterns

A greater proportion of male employees participate in overtime and shift-based work arrangements, which also contributes to variations in average pay outcomes.

ACTION PLAN

At Cleanova, we are committed to fostering a diverse, fair, and supportive workplace where every individual has the opportunity to succeed. We recognise that addressing the gender pay gap requires sustained focus and measurable action.

Our ongoing initiatives include:

Attracting and retaining talent by seeking diverse candidate pools through our recruitment strategies and partners. This includes a focus on STEM outreach.

Enabling employee growth and targeted leadership development through learning opportunities that support career progression and internal mobility.

Encouraging leaders and managers to remain mindful of workforce representation within our industry and to support initiatives that strengthen opportunities for growth, career progression and advancement across all levels of the organisation.