

2024 Gender Pay Gap Report.

11th December 2024.

Executive Summary.

Gender Pay Gap is the difference between the average pay men and women earn per hour. A Gender Pay Gap is not the same as equal pay. It is primarily influenced by the distribution of men and women working in the organisation and the seniority at which they work.

Cambus Teoranta trading as Freudenberg Medical is reporting a Gender Pay Gap of -0.57%. Gender Pay Gap reflects the distribution of gender representation across the organisation. We are committed to addressing any gender pay gap as part of our overall strategic Talent Management and Diversity & Inclusion Strategies.



Introduction.

This report reflects the calculation of the Gender Pay Gap across the overall workforce of 213 on 30 June 2024. The calculations were completed in line with Government Regulations under the Gender Pay Gap Information Act 2021. This legislation requires organisations to report on their hourly gender pay gap across a range of metrics.

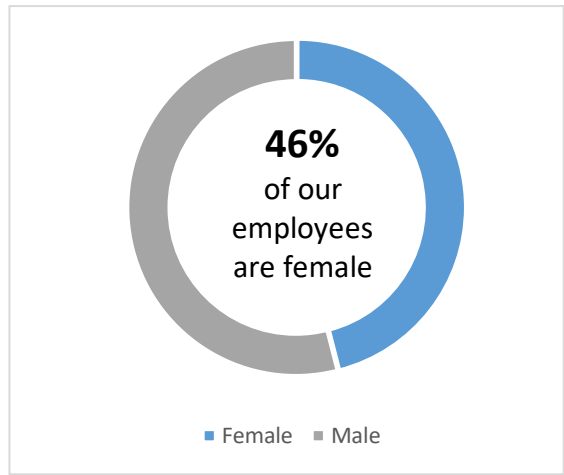
Freudenberg Medical, Galway, is a leading provider of high precision, technologically advanced hypotubes, assemblies, and micro-component solutions to manufacturers of catheters, stent delivery systems, structural heart delivery systems, and other minimally invasive devices. Our objective is to be recognised as a company that cares about our customers, our products, our company, and one another. We value the diversity of our fellow workers and believe in the dignity and worth of every individual. Every job is important and must be performed well if we are to succeed. The company encourages personal growth and fulfilment in one's career. There are a wide range of career opportunities and as an equal opportunity employer we are committed to diversity, employing 21 different nationalities.

We have a highly engaged, dynamic workforce which is 46% female and 54% male. Our people are committed to delivering our purpose and we are committed to providing opportunities for our staff to gain outstanding career experiences.

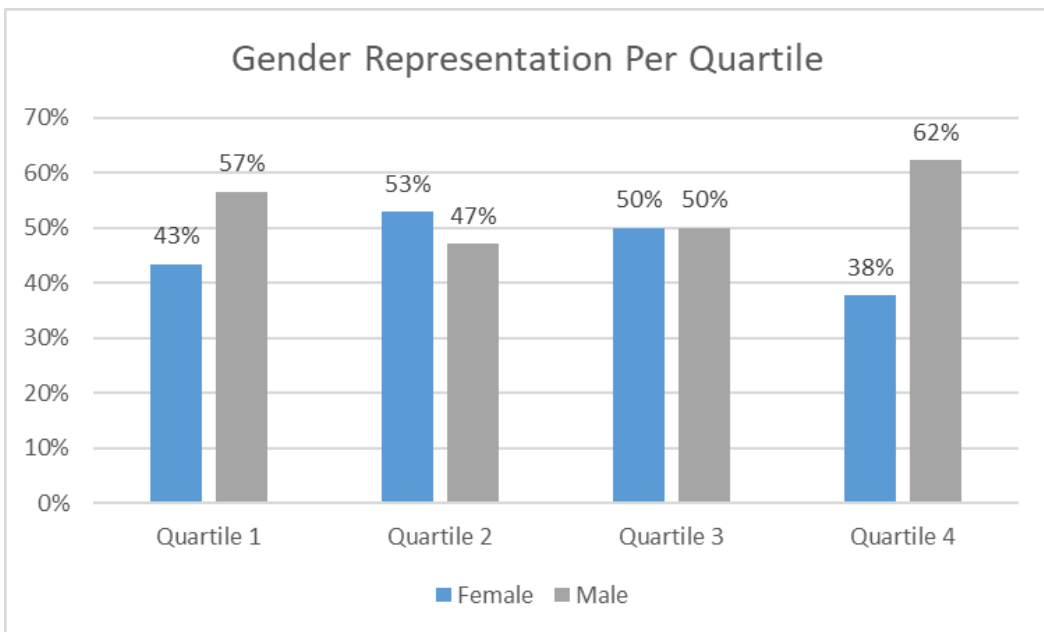
What is a Gender Pay Gap?

A Gender Pay Gap is the difference between the average pay men and women earn. It is primarily influenced by the distribution of men and women working in the organisation and the seniority at which they work. A Gender Pay Gap is not the same as equal pay which refers to males and females receiving equal pay for doing the same or similar jobs.

Freudenberg Medical is reporting a GPG of -0.57%. This pay gap is marginally in favour of female employees.



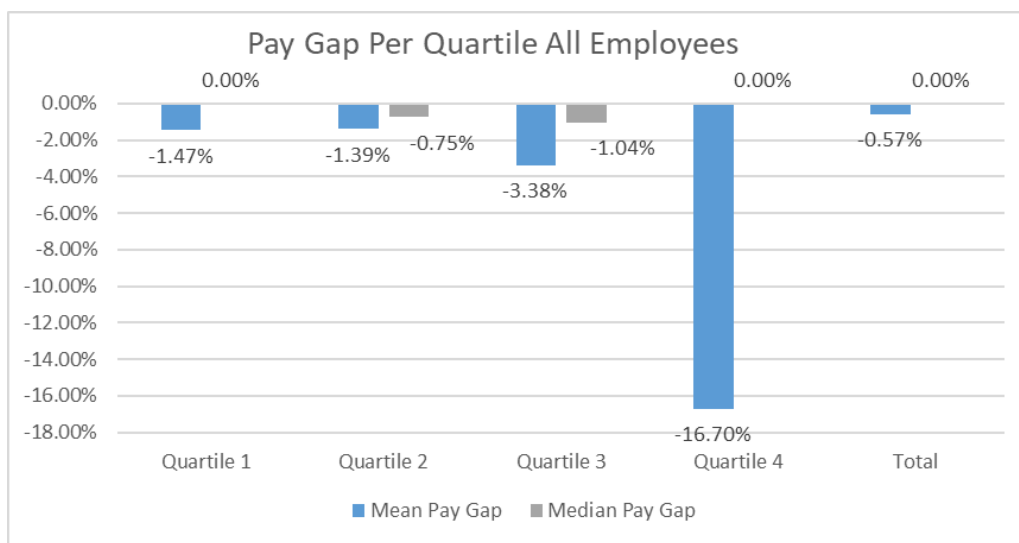
- Permanent employees comprised 97% of the workforce.
- The review period is from 01st July 2023 to 30th June 2024.
- As of the 30th of June 2024, Cambus Teoranta employed 213.
- Of these, 46% of employees were female and 54% were male.
- Temporary employees comprised 2.8% of the workforce, mainly consisting of third level student placements and summer workers.
- 99.1% of employees worked on a full-time basis.
- Quartile 2 has an increased number of female employees (53%) compared to male employees (47%). Quartiles 1 and 4 have more male employees (57%) compared to female employees (43%) and (62%) to (38%) respectively. Quartile 3 has a proportional split of 50%:50% of Male to Female.



Gender Pay Gap.

All Employees.

- The overall mean gender pay gap for all employees is -0.57%. The overall median gender pay gap is 0%. Therefore, no real pay gap between males and females.
- In Quartiles 1 and 2, there is a slight pay gap in favour of females < 1.5%.
- In Quartile 3, there is a 3.38% pay gap favour of females.
- In Quartile 4, the mean pay gap is -16.7% towards females and the median pay gap is 0%. Contributing factors are the ratio of 60% female to 40% male employees on the Management team. Additionally, 15% of the Quartile 4 female headcount hold key senior global positions.



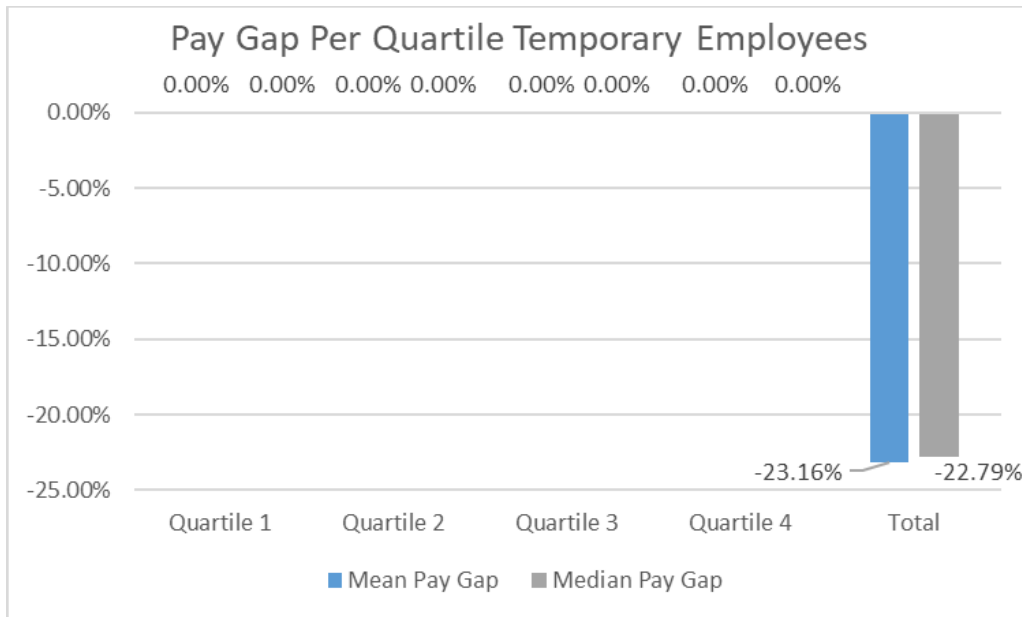
Part-Time Employees.

- 0.9% of employees worked part-time, represented by female employees (100%) and male employees (0%).
- The mean and median gender pay gap could not be calculated as this population is only represented by the female population and represents a small population of employees.

Temporary Employees.

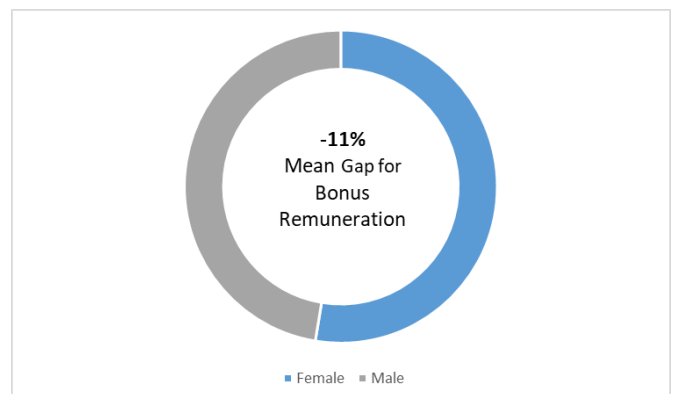
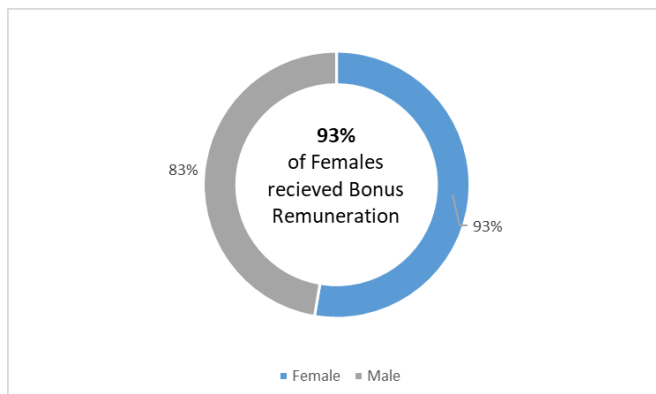
- Temporary employees for the majority (83%) consists of third level student placements and summer workers making up 2.8% of the overall employee population.
- Temporary employees are represented by female employees (17%) and male employees (83%).

- In Quartile 1 – 3, there are only male employees therefore a mean and median gap cannot be calculated. In Quartile 4 there are only female employees therefore a gap cannot be calculated either.
- The mean gender pay gap for temporary employees favours females by 23.16% and the median gender pay gap favours females by 22.79%. This outcome is driven by the nature of the roles held by the male population which are third level placement and summer work versus female employees which are fully qualified positions.



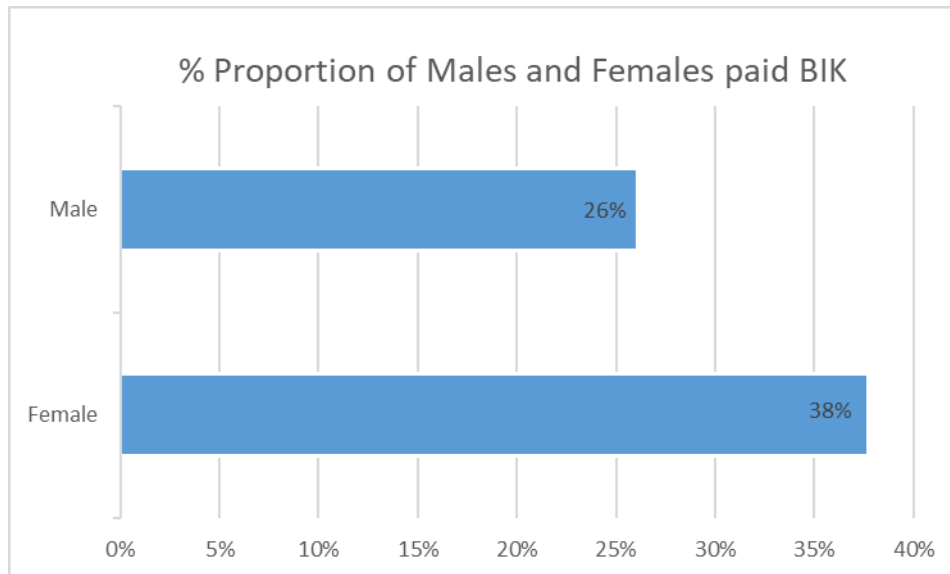
Bonus.

- 93% of Females and 83% of males received Bonus Remuneration.
- There is an 11% mean gap in favour of females for bonus remuneration.
- There is no (0%) median gap for bonus remuneration.



Benefit in Kind.

- Benefit in Kind (BIK) was received by female employees (38%) and male employees (26%).
- A small proportion of employees in Quartiles 1 and 2 qualify for BIK and chose not to avail of the benefit.



Actions we take to address our Gender Pay Gap.

Equal Pay.

We ensure all employees are recognised and rewarded with a focus of fairness regardless of age, race, gender, marital status, sexual orientation, disability, gender identity, or religion and beliefs. We benchmark pay with local industries and recruitment agencies and participate in national salary surveys annually e.g. Irish Medtech Association Pay Report, IBEC National Pay Report.

Talent Acquisition.

As an equal opportunities' employer, we work hard to promote a culture of equality that strives to embrace genuine equality of opportunity through our recruitment and selection processes. We offer career progression opportunities that are accessible to all employees. We will continually review our recruitment, promotion, succession and talent management planning processes to grow and develop female talent.

As a medical device company, we promote STEM initiatives in schools and within the community. It is envisaged these initiatives will encourage females to study STEM at third level, thereby addressing the gender imbalance currently experienced with engineering staff.

Promotions.

Internal job opportunities are communicated to all staff. All positions are open to all employees, subject to educational qualifications, as required. All applicants receive direct feedback from the Hiring Manager and HR. During the review period, 9% of employees received a promotion. Of these, 40% were female and 60% were male. Educational Assistance is available to all employees and is actively encouraged by management during performance and career development discussions with direct managers.

Talent & Performance Management.

All employees participate in the talent and performance management process, engaging with their direct manager in relation to their performance and career progression. The objective of this process is that each employee is in a position to optimise their potential whilst identifying areas for individual development and improvement. Leadership training is provided to all people managers, including mentoring in relation to performance, talent and career conversations.

We are committed to addressing our gender pay gap as part of our overall strategic Talent Management and Diversity & Inclusion Strategies. We have made significant progress in female representation at senior levels across the organisation with a representation of 60% of females on the Management Team. We will continue to ensure this is maintained and further built upon.

Work Life Balance.

We offer a 4-day condensed work week for those whose role can facilitate such. Flexible start and finish times are also available for those whose roles can facilitate such. With 60% of employees based in production where a number of shift patterns are in operation, flexible start and finish times are not feasible on an individual basis. However, the availability of a number of shift options has facilitated many female employees returning to the workplace.

Women's Network.

Freudenberg Medical have established a women's network to provide support, encouragement and mentoring to encourage women to achieve their full potential. The women's network will help foster inclusion and raise awareness for gender equality and balance.

Conclusion.

People are our greatest asset. We are committed to attracting, retaining, and developing high-calibre talent and fostering an inclusive environment in which we actively seek and embrace diverse thinking. We appoint people in roles based entirely on talent and merit, regardless of age, race, gender, marital status, sexual orientation, disability, gender identity, or religion and beliefs. We explore all opportunities to improve female participation in our workforce across all levels. Our aim is to provide all employees with the necessary development opportunities to succeed in achieving their full potential.