Laois Sawmills Ltd.

Gender Pay Gap Report

2025

2025 Gender Pay Gap Report

We are pleased to introduce Laois Sawmills first gender pay gap report.

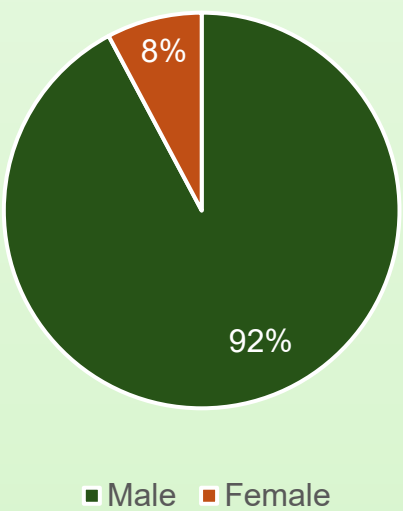
Foreword

Building and sustaining an inclusive workforce has always been an important part of our ethos, and we are proud of the progress we continue to make in this area. This report gives us an opportunity to reflect on who we are as a company today and to outline the steps we are taking to create an even more balanced and inclusive workplace for the future. It also allows us to acknowledge the challenges we face in a sector that has traditionally experienced a gender imbalance.

Our results for 2025 reflect the current structure of our workforce where women represent a very small proportion of our overall employee population. This composition has a strong influence on our gender pay gap outcomes, including a negative mean gap, and does not indicate unequal pay for equal work. Instead, it reflects the fact that the women employed in our organisation are currently concentrated in higher-paid specialist and administrative roles, which shapes the overall results.

We are committed to making meaningful progress in continuing to build a diverse and inclusive workforce. This includes continuing to strengthen our approach to attracting diverse talent, supporting development and progression for all employees, and ensuring that everyone who joins our organisation has the opportunity to thrive. We know that building a more balanced workforce takes time, but it remains a priority for us, and we are dedicated to making steady and sustainable improvements.

Workforce Composition



Understanding the Pay Gap

The Gender Pay Gap Explained

The pay gap is different to equal pay. The gender pay gap is a measure of the difference between the average hourly pay rates for men and women, whereas equal pay refers to the pay difference between men and women who carry out the same job or perform work of equal value. Under Gender Pay Gap Regulations, we are required to report both the mean and median pay and bonus gaps along with pay quartile distribution and the proportion of employees receiving Benefit-in-Kind.

Calculating the mean

We add up the rates of pay of all men, and the rates of pay of all women, and then divide these figures by the total number in each group. We then report the percentage difference between these two figures as our mean gender pay gap.

Calculating the median

We list rates of pay for every man and every woman, and we report the middle point of each list as the median. We then report the percentage difference between these two figures as our median gender pay gap.

Bonus Gap

To calculate the bonus gap, we list all bonus payments received by men and all bonus payments received by women over the reporting period and determine the average value for each group. We then report the percentage difference between these two averages as our bonus gender pay gap. A positive percentage indicates a gap in favour of men, while a negative percentage indicates a gap in favour of women.

Benefits in Kind (BIK)

To report on Benefits in Kind, we identify every man and every woman who received any form of non-cash benefit with a monetary value during the reporting period. We then calculate the proportion of men and the proportion of women who received these benefits and report the difference between these two figures.

Quartile Bands

To determine the quartile bands, we order all employees by their hourly rate of pay from lowest to highest and divide this list into four equal groups. We then calculate the proportion of men and women in each group and report these proportions as our quartile band breakdown.

Measuring the Pay Gap

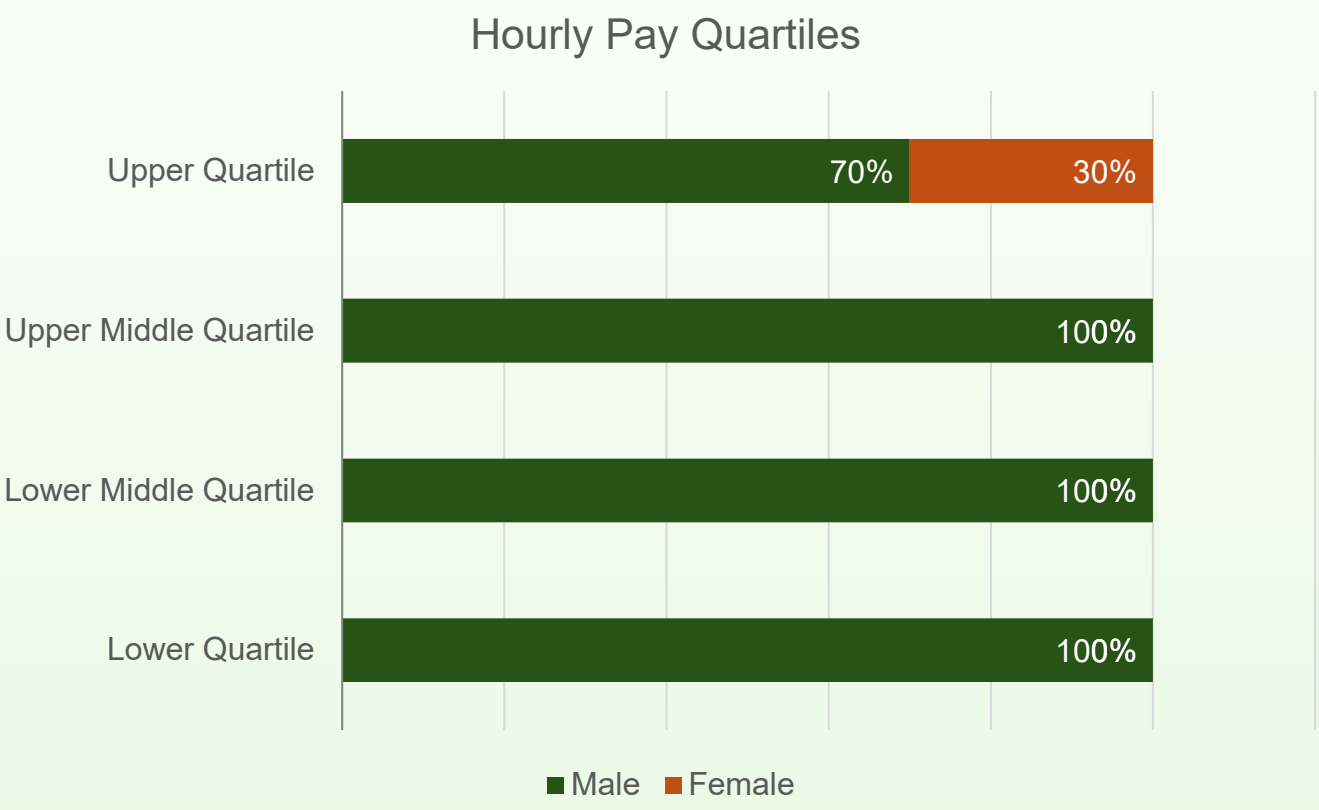
The below table illustrates and our gender pay gap figures as of 30 June 2025.

All employees	2025 figures
Mean hourly pay gap	-48.7%
Median hourly pay gap	-53.7%
Bonus pay	
Mean bonus pay gap	-2.2%
Median bonus pay gap	0%
Percentage of male employees who received a bonus	87.3%
Percentage of female employees who received a bonus	100%
Part-time employees	
Mean hourly pay gap	-176%
Median hourly pay gap	185%
Fixed-term employees	
Mean hourly pay gap	0%
Median hourly pay gap	0%
Benefit-in-Kind (BIK)	
Proportion of male employees receiving BIK	0%
Proportion of female employees receiving BIK	0%

Percentages are rounded to one decimal place.

Measuring the Pay Gap

The below table illustrates and our gender pay gap figures as of 30 June 2025.



Percentages are rounded to one decimal place.

Key Insights

At the snapshot date of 30 June 2025, the organisation employed 77 people, of whom 71 were male and 6 were female. The workforce composition reflects the nature of the industry, with a higher proportion of roles traditionally occupied by men.

Hourly Pay

The mean and median gender pay gaps for the reporting period were -48.7% and -53.7% respectively. These negative figures indicate that, on average, female employees earned more per hour than male employees.

This outcome is primarily driven by the distribution of roles within the organisation. Female employees are concentrated in a small number of higher paid specialist and administrative roles, while male employees are more prevalent across a broader range of operational roles with lower average hourly rates. Given the small number of female employees, both the mean and median calculations are sensitive to individual roles and should be interpreted in that context.

Bonus Pay

The mean bonus pay gap for the period was -2.2%, with a median bonus pay gap of 0%. A higher proportion of female employees received a bonus during the year; however, bonus values are broadly consistent across the workforce. As a result, bonus pay differences are minimal and not considered indicative of systemic pay disparity.

Benefits in Kind

No employees received benefits-in-kind during the reporting period, and therefore no gender pay gap arises in respect of benefits-in-kind,

Pay Quartiles

Analysis of pay quartiles shows that male employees are concentrated in the lower and middle quartiles, while female employees are represented predominantly in the upper quartile. This distribution reflects role seniority and skill requirements rather than differences in pay for like-for-like work and is the primary driver of the overall gender pay gap results.

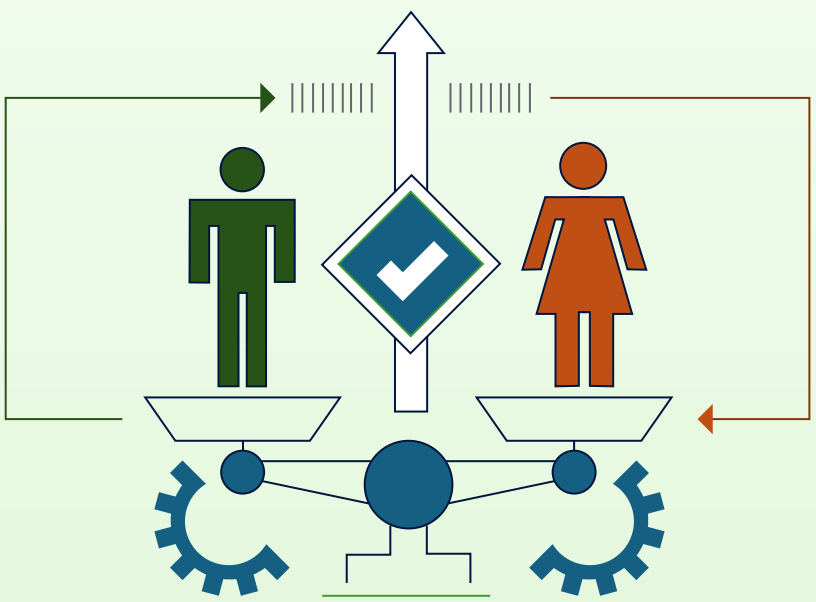
Key Insights (cont’d)

Part-time Employees

Gender pay gap figures for part-time employees are driven by a very small female population. With only one female parttime employee, the female mean and median hourly rates reflect a single role, while male figures are calculated across a wider distribution of roles. Differences between mean and median outcomes arise from this distribution effect and should be interpreted with this in mind.

Temporary Employees

Only one temporary employee was employed at the snapshot date and this employee was male. As there was no female comparator, the existence of a gender pay gap cannot be meaningfully assessed.



Our commitments

Overview

Our gender pay gap results this year reflect the unique makeup of our organisation, where women currently represent a very small proportion of our workforce, a trend that is evident to varying degrees across the sector. This has a strong influence on our reported mean and median gap of -48.7% and -53.7% respectively. While the figures are shaped by our structure rather than differences in pay for equal work, they do highlight the opportunity we have to improve balance and representation over time.

Action plan

We have developed the following action plan which seeks to address the identified gender pay disparity. This plan will be in place across 2026, and progress will be proactively monitored on an ongoing basis. The overall progress of our actions will be reported in subsequent gender pay gap reports.

The action plan will form part of Laois Sawmill's commitment to equality and diversity and will be implemented in line with internal policies that are relevant to this commitment.



Talent attraction

We plan to embed a gender lens in everything we do to attract talent. This includes using gender-neutral wording in our job descriptions and advertising, strengthening our outreach and recruitment activity so that vacancies reach a broader and more diverse pool of candidates, and working closely with education bodies and apprenticeship programmes to support more women entering the sector.



Talent development

Our goal is to enhance development and progression pathways to support all employees and encourage long-term career growth.



Policies and practices

We commit to continually reviewing workplace culture, policies and practices to ensure a supportive and inclusive environment for all.

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Contact Us

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