

# Gender Pay Gap Report 2025

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# GOWAN Group

## Gender Pay Gap

### Year 1 of Gender Pay Gap Reporting

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Gowan Group is a family owned holding company directly controlling many successful trading companies in Ireland. Gowan Group is primarily known for its strong presence in motor distribution across Ireland, distributing many well-known motor companies such as Peugeot, Opel, Jeep, Citroen, DS, Fiat, Fiat Professional, Alfa Romeo, Honda and Leapmotor through its subsidiary Gowan Auto. Gowan Group owns Gowan Home, which specialises in premium kitchen and domestic appliances and Senator Windows, a market leading Windows, Doors and Conservatory manufacturer in Ireland.

The Gowan Group is proud to state that it is a female-owned organisation, with all of its shareholders being female. Additionally, 50% of the board of directors comprises of women including its longest serving board member. The Gowan Group believes this composition has a positive impact on its operations and is a great example of female leadership for all employees within the business.

The 2025 Gender Pay Gap Regulations (the “2025 Regulations”) require organisations with 50 or more employees to report on their gender pay gap. The deadline for submitting Gender Pay Gap reports has moved from December to November, giving employers five months from their June snapshot date to report. The gender pay gap represents the difference in average hourly earnings between all women and men. This is in contrast to measuring equal pay, which ensures that women and men receive the same salary for performing the same, similar or work of equal value.

At Gowan Group, we are committed to ensuring fair and equitable compensation practices. We believe that transparency in our reporting is crucial. Equality, diversity, and inclusion are integral to our culture and values. We are committed to developing a supportive and progressive work environment where all employees can thrive and develop their careers at every stage.

We are proud to produce our first gender pay gap report in accordance with the Gender Pay Gap Information Act 2021 (as amended by the 2025 Regulations) and highlight the emphasis we place on fairness and equality within our businesses. In this report, we present our results based on a snapshot date of 30 June 2025.

## 2025 Results

Here, we outline our gender pay gap calculations based on data collected over a 12-month period and a snapshot date of 30 June 2025. These calculations reflect a workforce composition of 307 employees with 69.1% being male and 30.9% being female within Gowan Group, Gowan Auto, Gowan Home and Senator Windows on the snapshot date.

The gender pay gap shows the difference between the mean (average) and median (mid-point) pay of male and female employees, expressed as a percentage of male employees' earnings.

All part-time employees of Gowan Group are female, therefore there is no representative mean and median pay gap applicable to this employee demographic.

Mean Gender Pay Gap

**+19%**

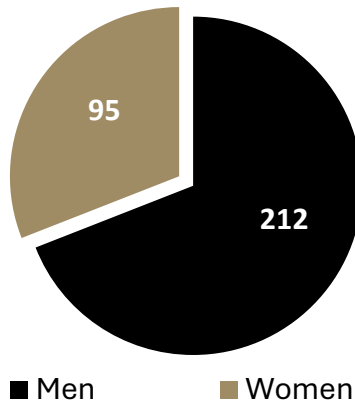
Median Gender Pay Gap

**+3.2%**

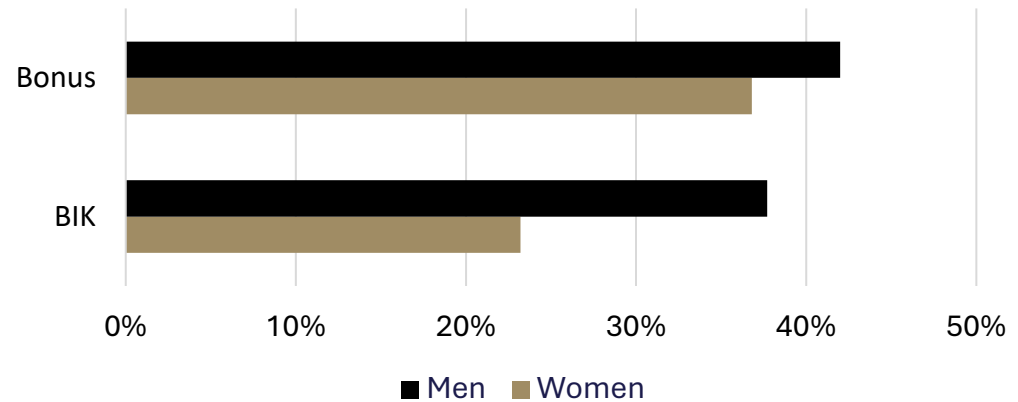
| Gender Pay Gap Reporting Metric      | 2025 Results |
|--------------------------------------|--------------|
| All Employees Pay Gap – Mean         | +19%         |
| All Employees Pay Gap – Median       | +3.2%        |
| All Employees Bonus Gap – Mean       | +45.3%       |
| All Employees Bonus Gap – Median     | +1.2%%       |
| BIK Receipts – Female                | 23.2%        |
| BIK Receipts – Male                  | 37.7%        |
| Bonus Receipts – Female              | 36.8%        |
| Bonus Receipts – Male                | 42%          |
| Part-Time Employees Pay Gap – Mean   | N/A          |
| Part-Employees Pay Gap – Median      | N/A          |
| Temporary Employees Pay Gap – Mean   | -9.8%        |
| Temporary Employees Pay Gap – Median | 0%           |

## Gender Pay Gap - Results at a Glance

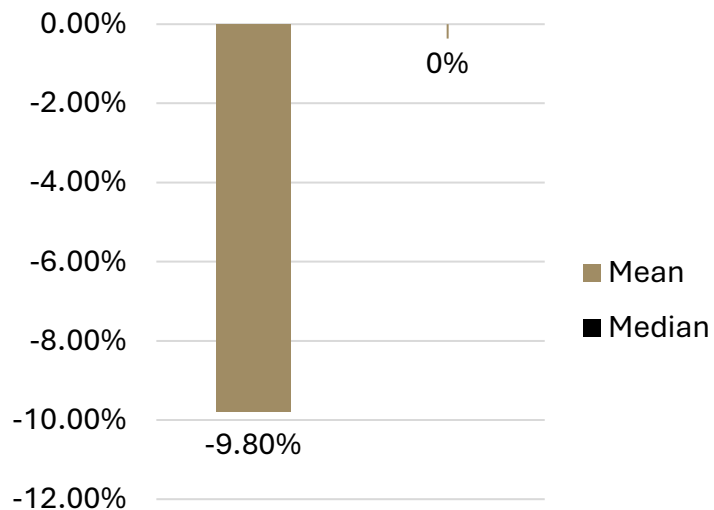
**Employee Composition**



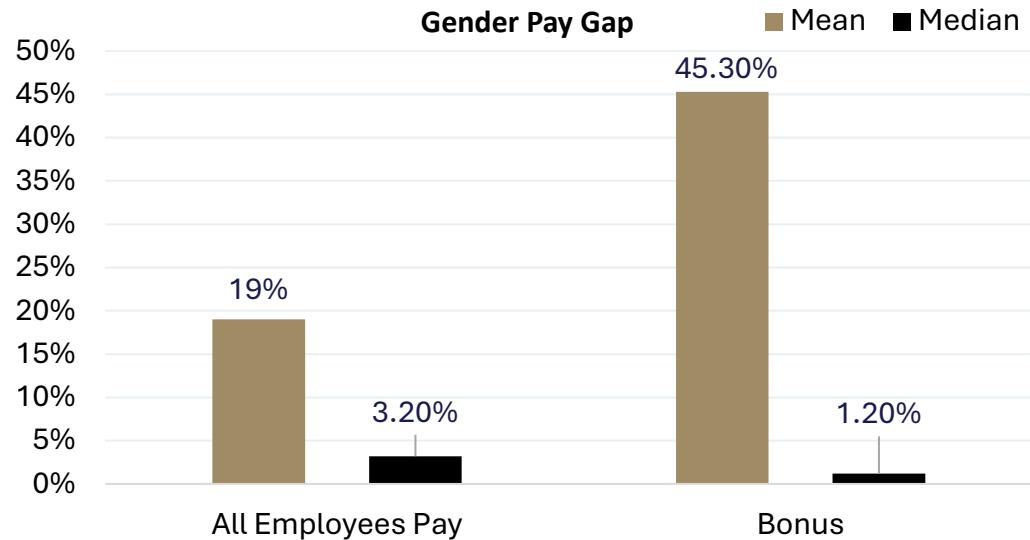
**Percentage of Recipients**



**Temporary Employees**



**Gender Pay Gap**



## 2025 Results

■ Male ■ Female

### Quartiles

The quartile table represents the proportion of male and female employees in four quartile hourly pay bands ranked from the lowest hourly rate to the highest hourly rate.

LOWER QUARTILE

61.00%

39.00%

LOWER MIDDLE

72.70%

27.30%

UPPER MIDDLE

67.10%

32.90%

UPPER QUARTILE

75.30%

24.70%

Percentage of population of men and women paid bonuses

**Male 42%**

**Female 36.8%**

Percentage of population of men and women who received BIK

**Male 37.7%**

**Female 23.2%**



## What Our Results Mean

Gowan Group is proud to highlight our 2025 Gender Pay Results. Our current mean gender pay gap stands at **19%**. We view the results within the context of the industries in which we operate, which has traditionally been male-dominated and the fact that male representation is over two-thirds of the overall employee population. We are pleased to highlight our median pay gap is low, at +3.2%. As the percentage of men receiving a bonus is higher than women receiving a bonus and the fact that the pool of female employees is much smaller than the male employees, the bonus gap for Gowan Group is in favour of men with the mean gap being 45.3% and the median being +1.2%. However, it should be noted that when the senior management of the business are excluded from the analysis, the mean gap reduces to +7.4% and the mean bonus gap reduces to +7.6%.

In terms of the temporary employees of the Group, there is a 50/50 split between males and females in this employee demographic. The mean pay gap is -9.8% and the median is neutral at 0%. The mean demonstrates that female temporary employees are paid more on average than male temporary employees. The median indicates that the midpoint female and the midpoint male employee are paid the same, which is a positive outcome for the Group.

All part-time employees of the Group are female, therefore there is no gender pay gap to demonstrate.

Gowan Group is working hard to address the gender pay gap within the Group and this can be seen if we look at the results for the mean pay gap for those employees with less than 1 year tenure which is +8.7% and the median pay gap is +1.8%.



## What We Are Doing

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At Gowan Group, we are aware of the gender imbalance that tends to exist within our industry and we are taking active steps to alleviate this. Since 2020, female recruitment has increased by 26% within the Group. We are dedicated to endeavouring to improve our gender pay gap year on year and ensuring that equality, diversity and inclusion permeates all levels of our organisation. The culture of Gowan Group fosters an inclusive workplace where employees feel supported and valued and we believe this is evident from our results. We are committed to monitoring our pay practices in order to ensure sustainable progress in subsequent reporting years and improving in the areas that require attention. Gowan is unwavering in its commitment to identifying and retaining female talent and supporting our female colleagues as they progress through their career. We are taking proactive steps to increase the number of females in the business at all levels.

Some of the measures we have taken to improve our gender pay gap is through the implementation of policies that benefit all employees and ensure that our employees feel supported and respected through all stages of their career.

**Hybrid Working:** The Gowan Group has implemented a hybrid working policy that allows eligible employees to work from home for a certain number of days a week, where this is feasible for their role. This policy aims to assist our employees in balancing work and home life. We believe the implementation of our hybrid working policy aims to create flexibility and ensure that Gowan Group can attract and retain female talent at all levels of the business.



## What We Are Doing

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**Equality Policy:** Gowan Group has an equality policy that covers all aspects of the business. This policy also includes equality in recruitment, training and development for all employees. This supports female colleagues in their career progression and ensure that female talent is identified and retained.

**Recruitment & Selection Policy:** A recruitment and selection policy is in place within Gowan Group. This policy will increase the number of females who join the business through the vacancies which are advertised. The policy provides for objective selection and screening of candidates based on criteria solely linked to the job description, job requirements and the skills of the relevant applicant.

**Additional Measures:** Gowan Group has recruitment campaigns to support and facilitate career advancement. We have mentoring programmes in place to further support our colleagues and assist with planning their career path. The Gowan Group is active in identifying internal talent and encouraging women to apply for senior roles. By fostering a culture of flexibility, coaching, mentoring, and inclusivity in our workplace, we are steadfast in our commitment to attract more women to join our company.

While we are proud of the progress we have made, we acknowledge that there is still work to be done. We are focused on sustainable progress that benefits all of our employees through our various measures and initiatives.

