

# GENDER PAY GAP REPORT

**wanzl**

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# Gender Pay Gap Report June - 2025

## **Introduction to the Wanzl Group**

Wanzl is a global industry expert in Retail Shop Solutions, Retail Systems, Logistics & Industry, Airport & Security Solutions and Hotel Service business divisions. The Company's mission is to provide high quality, best value and environmentally sustainable products and services to our customers.

The Group globally employs more than 5,000 employees with Ireland contributing to 82 of these employees with 93.9% being male.

Wanzl Ireland continues to strive to become the leading retail provider within Ireland as well as being an employer of choice who values employees' contributions and provides equal opportunities for all.

The Gender Pay Gap Report has involved calculating the difference between the average earnings of men and women in our organisation; however, it does not involve publishing individual employee data.

## **Definition of the Gender Pay Gap**

The Mean Gender Pay Gap is the average difference between the average pay of men and women who are working and is expressed as a percentage of men's earnings.

The Median Gender Pay Gap is the difference between the midpoints in the ranges of men's and women's pay and is expressed as a percentage of men's earnings.

## **Summary of the Gender Pay Gap Report**

As in previous years, Wanzl Ireland's salaries continue to be gender neutral and determined by the value of the role. It also became clear, when reviewing the Gender Pay figures, the pay parity between departments of the business has continued to be present due to the types of roles which are filled by the different genders.

Particular areas of the business predominantly remain filled by males and these areas include Engineering and Field Operations but pay within these areas is comparable regardless of gender.

This reasoning is also applicable to bonuses and benefits in kind.

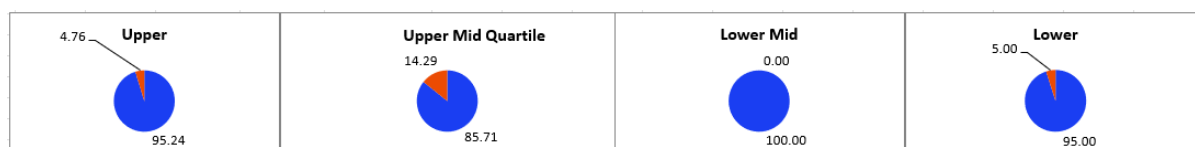
Taking these considerations into account, the Wanzl Group does not believe that there is a significant gender pay gap issue across the Group.

	Mean	Median
<b>Wanzl Ireland Pay Gap</b>	<b>-11.32%</b>	<b>-14.77%</b>

A **positive %** refers to males earning a higher salary than females

A **negative %** refers to females earning a higher salary than males.

Overall the proportion of females and males  across Wanzl is 6.1% females compared to 93.9% males. Broken down into the pay quartiles the figures are as follows:-



	Mean	Median
<b>Wanzl Ireland Bonus Gap</b>	<b>-76.00%</b>	<b>-228.08%</b>

The difference appears significant because there are substantially fewer women employed at Wanzl Ireland. However, the women who are employed tend to occupy roles that receive higher bonuses, which contributes to the observed disparity.

The bonus scheme is open to all employees, regardless of gender, and is governed by established rules and guidelines that must be met in order to qualify. The difference in bonus remuneration paid to relevant male and female employees is as follows:

Male	Female
92.21%	100.00%

	Mean	Median
<b>Wanzl Ireland BIK Gap</b>	<b>-83.33%</b>	<b>-16.67%</b>

The difference appears pronounced because substantially fewer women at Wanzl Ireland received BIK; however, this is solely attributable to the types of roles they hold.

I confirm that Wanzl's reporting for its Irish Gender Pay Gap Calculations is accurate.

Dean Rolland - Managing Director of Wanzl Ltd

