

GENDER PAY GAP REPORT

wanzl

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Gender Pay Gap Report June - 2026

Introduction to the Wanzl Group

Wanzl is a global provider of retail, logistics, airport and hotel solutions, employing more than 5,000 people worldwide. Wanzl (Ireland) Ltd employs 78 colleagues and is committed to creating an inclusive workplace that provides equal opportunities for recruitment, development, reward and career progression.

This report has been prepared in accordance with the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 and presents Wanzl Ireland's Gender Pay Gap data as at June 2026.

Gender Pay Gap reporting measures the difference in average earnings between men and women across an organisation. It is distinct from equal pay, which concerns whether men and women performing the same or similar work are paid equally.

Workforce Profile

At the snapshot date, Wanzl Ireland's workforce consisted of:

- Male employees: 93.59%
- Female employees: 6.41%

The gender distribution within the organisation continues to reflect the nature of the sectors in which Wanzl operates, particularly engineering, installation and field-based operational roles, which have historically attracted a predominantly male workforce.

Gender Pay Gap Results

Pay Gap Measure	Result
Mean Gender Pay Gap	-8.98%
Median Gender Pay Gap	-11.21%

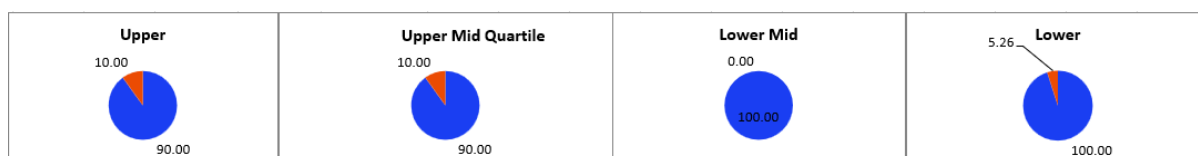
A positive percentage indicates that average male earnings are higher than average female earnings. A negative percentage indicates that average female earnings are higher than average male earnings.

The 2026 results show that average female earnings are higher than average male earnings on both a mean and median basis.

The company continues to operate gender-neutral pay structures based on role requirements, skills, experience and performance. The results are influenced primarily by workforce composition and the distribution of employees across different roles and levels within the organisation.

Pay Quartiles

The proportion of male and female employees within each pay quartile is shown below:



Given the relatively small number of female employees within the workforce, movement of a small number of employees between quartiles can have a significant impact on reported outcomes.

Bonus Pay

Bonus Gap Measure	Result
Mean Bonus Gap	-99.22%
Median Bonus Gap	-241.49%

The mean and median bonus calculations indicate that female employees who received bonuses received higher average and median bonus payments than male employees.

This outcome is influenced by the small female population within the workforce and the concentration of eligible female employees within roles attracting higher bonus opportunities.

Employees Receiving Bonus Pay

Gender	Percentage Receiving Bonus
Male	83.56%
Female	80.00%

Wanzl Ireland operates bonus schemes based on clearly defined business and individual performance criteria. Eligibility and award opportunities are not determined by gender.

Benefits in Kind (BIK)

Under Irish Gender Pay Gap legislation, employers are required to report the proportion of male and female employees who received a Benefit in Kind during the reporting period.

Gender	Percentage Receiving BIK
Male	2.74%
Female	20.00%

Benefits in Kind within Wanzl Ireland are typically linked to role requirements and operational responsibilities, for example company vehicles and other employment-related benefits.

Differences in participation rates are primarily driven by the occupational distribution of employees across the organisation rather than by gender-based criteria.

Understanding the Results

The Gender Pay Gap does not indicate unequal pay for equal work. Rather, it reflects the overall distribution of men and women across the business.

Wanzl Ireland's results continue to be significantly influenced by:

- A predominantly male workforce.
 - The concentration of employees in engineering and field-based operational roles.
 - A relatively small female employee population, where changes involving a small number of employees can materially affect the reported figures.
 - Differences in representation across functions and job levels.
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Actions and Commitments

Wanzl Ireland is committed to maintaining a fair, inclusive and diverse working environment and will continue to:

- Monitor recruitment, promotion and reward practices to ensure fairness and consistency.
- Encourage greater gender diversity across all areas of the business.
- Promote career development opportunities for all employees.
- Review workforce demographics and Gender Pay Gap outcomes annually.
- Support initiatives aimed at increasing female representation within engineering, technical and operational roles.
- Maintain transparent and objective processes for pay, bonus and promotion decisions.

The company remains committed to equal opportunity and to creating a workplace where all employees can fulfil their potential regardless of gender.

Declaration

I confirm that the information contained within this report is accurate and has been calculated in accordance with the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations.



Dean Rolland
Managing Director of Wanzl Ltd