

Gender Pay Gap Report (Avery Dennison Ireland Limited)

2025

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Introduction

At Avery Dennison Ireland Ltd, we foster a workplace where fairness, equity, and inclusion are core principles. We're committed to ensuring that our employees are compensated based on their skills, experience, and the value they bring to their roles, irrespective of gender or any other characteristic.

Our approach to compensation considers market trends, talent availability, and the unique scope and complexity of each position. We believe in recognizing and rewarding performance, both when we are hiring new talent and when we are promoting from within.

This report fulfills our statutory obligation under the Gender Pay Gap Information Act 2021 in Ireland. The report provides an analysis of the gender pay data for Avery Dennison Ireland Ltd in Ireland, based on a snapshot date of June 30, 2025. The data covers the 12-month period immediately preceding this date and includes full-time, part time, and temporary employees.

This is the first year the entity has been required to report.



The Gender Pay Gap - An Explanation

The distinction between Pay Equity and the Gender Pay Gap is important.

Pay Equity is the principle that people doing the same work should receive the same pay, allowing for legitimate differences such as tenure and experience.

The gender pay gap is the difference in the average hourly wage of men and women across the workforce. It compares the pay of all working men and women; not just those in similar jobs, with similar working patterns or with similar competencies, qualifications or experience.

How the figures are calculated

The **median pay gap** is calculated by finding the exact middle point between the lowest and highest paid man in the business and the lowest and highest paid woman and then comparing the two hourly remuneration figures.

The **mean pay gap** is calculated by adding up the hourly remuneration of all the women in the business and dividing by the number of women. We then do the same calculation for men and compare the two figures.

Quartiles divide the list of earners – ordered from lowest to highest paid – into four equal groups. This provides a picture of where male and female employees are in the pay hierarchy.

Hourly remuneration includes items such as base pay, sick pay, family leave pay and bonus payments.

Gender Pay Gap Analysis

Our 2025 analysis is based on our workforce of 73 at our Ireland Ltd. site on the snapshot date of 30 June 2025. The gender split of our employees on that date was 47% male and 53% female.

Our mean (average) gender pay gap was -4% and the median gender pay gap was 1%.

According to the most recent comprehensive data from the Central Statistics Office (CSO) for 2022, Ireland's official unadjusted mean hourly gender pay gap (GPG) was 9.6%. This figure indicates that, on average, a male employee earned 9.6% more per hour than a female employee.

A 2024 PwC analysis of over 550 companies that published Gender Pay Gap reports in December 2023 found a mean hourly GPG of 11%.

Avery Dennison Ireland Ltd., is publishing its Gender Pay Gap report for the first time, in compliance with Ireland's Gender Pay Gap Information Act 2021. We are committed to fostering a diverse, equitable, and inclusive workplace where every employee has an equal opportunity to succeed and thrive. This report allows us to measure our progress and reinforces our commitment to pay equity and transparency.

Our data reflects the positive outcomes of our focus on fairness. We have achieved a mean hourly pay gap that favours female employees and a near-zero median gap, which indicates an equitable pay environment for the typical employee. These results, which position us ahead of national and financial sector benchmarks, are a reflection of our efforts to build equitable career pathways and achieve balanced gender representation across the levels of our organisation.

Our Data

The reporting period covers the 12-month period up to and including 30 June 2025. Avery Dennison Ireland Ltd. is a financial shared services centre in Cork, Ireland. The headcount on the snapshot date was 73 with slightly more women employed versus men.

Gender Pay Gap

The figures below show our gender pay gap as a percentage in mean and median pay for the reporting period.

Our analysis shows there were significantly more women in senior roles which positively impacted the gender pay gap statistics by creating near parity.

Seniority

During the reporting period, we had a higher proportion of female employees in senior roles, which has contributed to our positive results.

Part-time employees

Our part-time cohort was predominantly female which supports the figures presented as expected.

Temporary Contracts

The substantial mean pay gap for temporary employees has been a key area of focus for us. While this figure can be skewed by a very small number of individuals—especially in a workforce of our size—it is a metric we take seriously. This type of gap has occurred with more males in temporary roles during the reporting period.

Mean (average) & Median (middle) Figures

	Pay Gap Mean	Pay Gap Median
All colleagues	-4.55%	0.77%
Part-time working arrangements	-0.71%	0.13%
Temporary contracts	17.51%	-8.94%

Pay Quartile Results

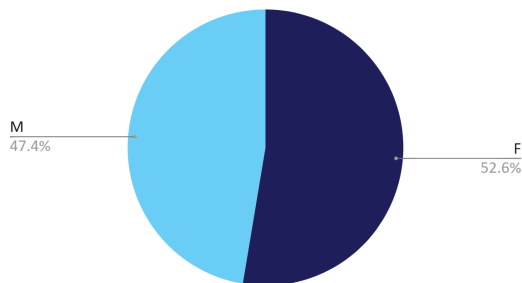
The results below show the gender balance within each of our pay quartiles for the reporting period.

Our **highest-paid quartile (Q4) was comprised of 66.7% women**. This result, showing women are twice as likely as men to be in our top-earning bracket, was a key driver of our reported equitable pay. It confirms our Financial Shared Services Centre is a place where female talent is not just present but has progressed to more senior and higher-paid roles, reflecting an accessible path to advancement for all.

While the financial services industry often struggles with women being under-represented at senior levels, our data shows the opposite.

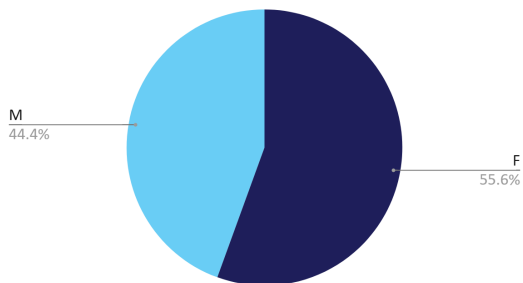
Lower Quartile

Q1



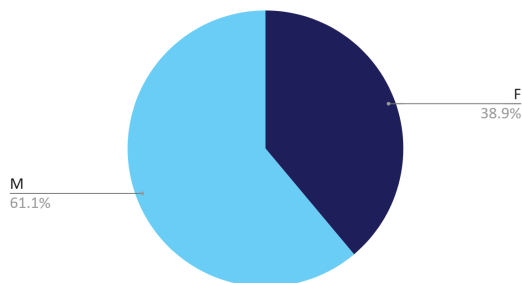
Lower Middle Quartile

Q2



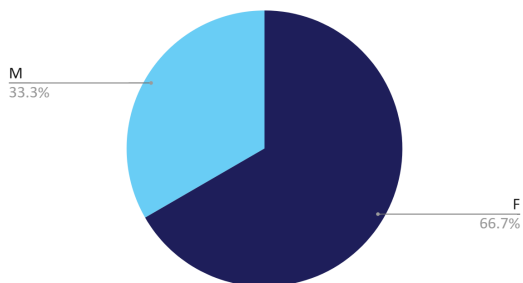
Upper Middle Quartile

Q3



Upper Quartile

Q4



Gender Bonus Gap

Our bonus figures are composed of several different payment types, our employee referral scheme, recognition programme, performance bonus plans and long-term incentives awarded to senior leaders.

The figures below show the percentages of men and women who received a bonus payment.

Bonus Payments

Percentage of male and female employees who received a bonus

Male	85.29%
Female	97.44%

Bonus gap

Mean	-19.19%
Median	-39.62%

Our data reveals that a higher percentage of female employees received bonuses compared to males during this period.

This was due to the high number of women in more senior roles in our organisation but also due to the fact we had a number of new male hires who were not eligible to receive a bonus during this period.

Benefits in Kind

As part of our reporting requirements, we also analyse the distribution of non-cash benefits, known as Benefits in Kind.

The data for our entity showed a balanced distribution of Benefits in Kind during the reporting period.

These figures are closely aligned and confirm that there were no significant gender-based disparities in access to the benefits in kind provided to our employees. This result reflects our commitment to ensuring fairness across the components of our total rewards package.

Male	8.82%
Female	10.26%

Our Actions

Diversity, Equity & Inclusion (DE&I) in Action

At Avery Dennison Ireland Ltd., DE&I is part of our culture. We are committed to building a workplace where individuals feel valued, respected, and empowered to succeed.

We are committed to equality of opportunity and treating all individuals in a fair and equal manner.

We are committed to developing and retaining our female talent by providing the support and pathways necessary for them to build successful and fulfilling careers. Our goal is to ensure the skills, contributions, and career aspirations of qualified women are recognised and nurtured.

Competitive Compensation & Benefits

We regularly monitor the market to ensure our compensation and benefits are both competitive and equitable. We conduct regular market research and pay benchmarking to offer a total package that effectively attracts and retains top talent.



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