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Gender Pay Gap Report 2025

Goulding Soil Nutrition
November 2025

Contents

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Gender Pay Gap

Goulding Soil Nutrition (“Goulding”), as part of the Origin Enterprises Plc Group is an Irish manufacturer and distributor of fertiliser with four production facilities in Askeaton, Cork, New Ross and Ardee. We focus on innovative products and services which are enhanced by science and improve soil fertility, efficiency and productively. At Goulding, we are committed to sustainable agriculture through research & development and innovation. Our Vision is centred around People, Community, Partnerships, Integrity and Innovation.

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.

The gender pay gap represents the difference in average hourly earnings between all women and men. This is in contrast to measuring equal pay. Equal pay ensures that women and men receive the same salary for performing the same, similar, or work of equal value.

Goulding is dedicated to upholding fair and equitable compensation practices, with full transparency in our reporting being essential. We are committed to improving equality, diversity and inclusion within our business. Our aim is to establish achievable and sustainable goals that take into account the requirements of the business, the nature of the industry in which we operate and the needs of our employees.

We are pleased to present our first gender pay gap report in compliance with the Gender Pay Gap Information Act 2021 (as amended by the 2025 Regulations). In this report, we share our results based on a snapshot date of 30 June 2025.

Gender Pay Gap Explained

Employers who fall within the reporting threshold are required to publish the following results:

- Mean hourly remuneration gap
- Median hourly remuneration gap
- Mean Bonus gap
- Median Bonus gap
- Mean hourly remuneration gap of part-time employees
- Median hourly remuneration gap of part-time employees
- Mean hourly remuneration gap of temporary contact employees
- Median hourly remuneration gap of temporary contract employees
- Percentage of male employees who were paid bonus remuneration & percentage of female employees who were paid bonus remuneration
- Percentage of male employees who received benefit in kind & percentage of female employees who received benefit in kind
- Percentage of males and females when divided into four quartiles ordered from lowest to highest pay

A positive mean gender pay gap indicates that men earn more on average than women. Conversely, a negative mean gender pay gap indicates that women earn more on average than men. For both, the gap is measured as a percentage of male pay.

Our Results

We outline below 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 85.1% male and 14.9% female employees at Goulding as of 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.

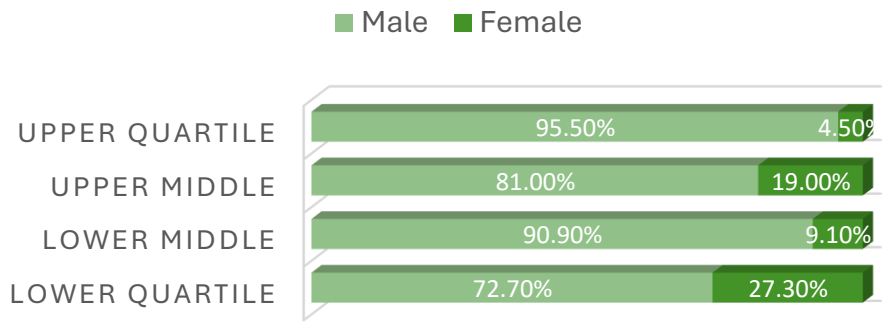
Mean Gender Pay Gap
+36.5%

Median Gender Pay Gap
+7.5%

	Bonus Gap
Mean	+82.3%
Median	+63.7%

Goulding has a small number of part-time employees, all of whom are female.
Goulding has no temporary employees.

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.

Bonus & BIK Recipients

Percentage of population of men and women who are paid bonuses	Percentage of population of men and women who received BIK
Male 40.5% **Female 38.5%**	**Male 100%** **Female 100%**

What Our Results Mean

At Goulding, our current mean gender pay gap stands at +36.5% and our mean bonus gap stands at +82.3%. We recognise that this gap is influenced by various industry-specific factors. We are committed to addressing these issues head-on. We are conscious that the bonus gap is relatively high, however, we note this result reflects the fact that less than 15% of our employees are female and the high bonus gap in favour of men is driven by the workforce being predominantly male.

Historically, the agricultural sector has faced challenges with gender imbalance. However, we are actively working to improve this imbalance. Our workforce currently has a higher representation of males, particularly in senior and managerial roles. This can be seen through our quartiles, which has a higher male representation throughout the four quartiles due to the fact that over 85% of our workforce is male. Despite this, we are happy to report that female representation within the upper middle quartile is relatively high considering the low female employee demographic. We are encouraged by recent progress and are implementing initiatives designed to foster greater gender equality.

We are proud to report that amongst our recent hires (being those hired within the previous 3 years of the snapshot date), the gender pay gap is much lower than the overall pay gap. For employees within this demographic, the mean gender pay gap stands at +11.8%. This demonstrates the work that has been put in within the business to foster female talent and support growth at a junior level. However, we are conscious that is more work to do be done, especially at the senior level.

Gender Representation within the Agricultural Industry

Uneven gender representation within certain roles in our business has a significant impact. The industry that we serve has for many years been predominately male. As a key player in the Irish fertiliser market, we recognise this is something we have been steadily changing through our hiring process and various internal initiatives. This gender imbalance can most evidently be seen in our processing sites. Historically these types of on-site processing roles were male dominated. There is a general under-representation of women in this area but we hope to see the pool of female candidates for these types of roles increase.

Long Service

A second area we identified a trend with was the correlation between time in the business and pay amongst the male employees. This is largely due to there being more men than women in senior positions within Goulding with longer tenure. An imbalance of females in senior leadership roles is not uncommon in this industry and is something we have recognised in our own organisation. The resource pool for some of our higher paid roles has historically been male dominated.

Our Action Plan

At Goulding, we are committed to reducing the gender pay gap and fostering a more inclusive and diverse workplace where everyone has the opportunity to succeed and thrive. Supporting our employees is fundamental to our core values. We recognise that while we are taking important steps, there is still work to be done.

Our commitment to our employees is reflected in our substantial investments in their well-being and development initiatives. We understand that placing an enhanced focus on recruiting female candidates for senior roles can have a beneficial impact on addressing the gender pay gap. To this end, we are committed to increasing the recruitment of senior women in our organisation.

Enhancing the representation of females in senior roles is vital for reducing the gender pay gap, as these positions often come with higher salaries which can affect the pay gap. Therefore, our future focus will be on creating more pathways for women to enter leadership positions.

We believe that by actively promoting diversity and inclusion strategies, Goulding can not only improve its gender pay but also lead the industry toward a more balanced and innovative future.

Our Approach

Key Priorities

Inclusive Growth and Diversity: Creating a workplace where diversity, equality, and inclusion are embedded in the culture and practice. To enhance this, we plan to invest further in our employee development through training and focusing on attracting and retaining talent. An element of this strategy is that all employees complete mandatory training and managers complete Unconscious Bias training in addition to the standard training. We are currently in the process of reviewing our job grading within the business.

Human Rights and Fair Work: Upholding international human rights standards across our operations and supply chain. Our Supplier Code of Conduct requires partners to comply with robust standards on non-discrimination, labour rights, and safe working conditions.

Community Wellbeing and Resilience: Supporting the success of the communities where we operate through investment in education, training, and wellbeing initiatives. We collaborate with local stakeholders to foster vibrant, resilient, and prosperous communities.

Future Generations: Empowering the next generation of farmers, agronomists, and land stewards with training and resources to adopt sustainable and profitable practices. This focus ensures that our recontribution endures beyond immediate business cycles.

Goulding Highlights

- Employee engagement at 84% for 2025
- 80% favourable score for Diversity and Inclusion category for 2025.

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Appendix of Statutory Results

Gender Pay Gap Reporting Metric	2025 Results
All Employees Pay Gap – Mean	+36.5%
All Employees Pay Gap – Median	+7.5%
All Employees Bonus Gap – Mean	+82.3%
All Employees Bonus Gap – Median	+63.7%
BIK Receipts – Female	100%
BIK Receipts – Male	100%
Bonus Receipts – Female	38.5%
Bonus Receipts – Male	40.5%
Part-Time Employees Pay Gap – Mean	N/A*
Part-Employees Pay Gap – Median	N/A*
Temporary Employees Pay Gap – Mean	N/A*
Temporary Employees Pay Gap – Median	N/A*

Quartiles Metric	Male	Female
% of Employees in the Lower Remuneration Quartile Pay Band	72.7%	27.3%
% of Employees in the Lower Middle Remuneration Quartile Pay Band	90.1%	9.1%
% of Employees in the Upper Middle Remuneration Quartile Pay Band	81%	19%
% of Employees in the Upper Remuneration Quartile Pay Band	95.5%	4.5%

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