Sanbra Group

GENDER PAY GAP REPORT

INTRODUCTION

Sanbra Group is a family owned and managed Irish group of companies which is home to an impressive portfolio of iconic heritage brands and has become a market leader in the design, manufacture, and supply of showering, bathroom, plumbing, and kitchen products across Ireland and UK.

Sanbra Group is organised into four divisions, all of which are supported by a Sanbra Group team of people working for Sanbra Ltd. The Sanbra Ltd. employees provide support to each of the Divisions in the areas of Finance, IT, Marketing, Warehousing & Logistics and People & Culture.

Sanbra Group is committed to fostering a workplace culture rooted in fairness, inclusion and providing equal opportunities for all our teams by supporting and developing each individual to allow them to reach their potential through providing training & career progression opportunities whenever possible. We believe that a diverse and inclusive workforce drives innovation, collaboration, and long-term performance.

GENDER PAY GAP NARRATIVE

As part of our commitment to transparency and equality, we are publishing our gender pay gap data in accordance with the Gender Pay Gap Information Act 2021. This Gender Pay Gap Report reflects our ongoing efforts to ensure equity in pay and career development. It highlights areas of progress and identifies opportunities for future development.

Our latest gender pay gap analysis shows that the median pay for women at Sanbra Group is 15% higher than for men. This result differs from the national average and reflects the structure of our workforce and the nature of the roles within our business.

UNDERSTANDING THE WORKFORCE STRUCTURE

Sanbra Group largely provides the warehousing and logistics function for Group companies so the majority of roles within the company are operational and hands-on in nature. The Warehouse & Logistics function comprises of roles such as warehouse operatives, delivery drivers, logistic assistants, stock & system administrators which are essential to the smooth running and operations of the business. These roles typically fall within the lower pay bands of the organisation.

Due to the physical nature of this work within the Warehousing and Logistics function, these roles predominantly attract and are held by men. Conversely, our female employees are more strongly represented in administrative, professional, managerial, and senior leadership roles, which attract higher rates of pay due to their levels of responsibility and strategic impact.

This distribution of men and women across different levels and functions is the key factor behind our gender pay gap being favourable to women. It is important to note that this outcome does not indicate unequal pay for equivalent work but rather reflects the different roles and seniority levels held by men and women across the organisation.

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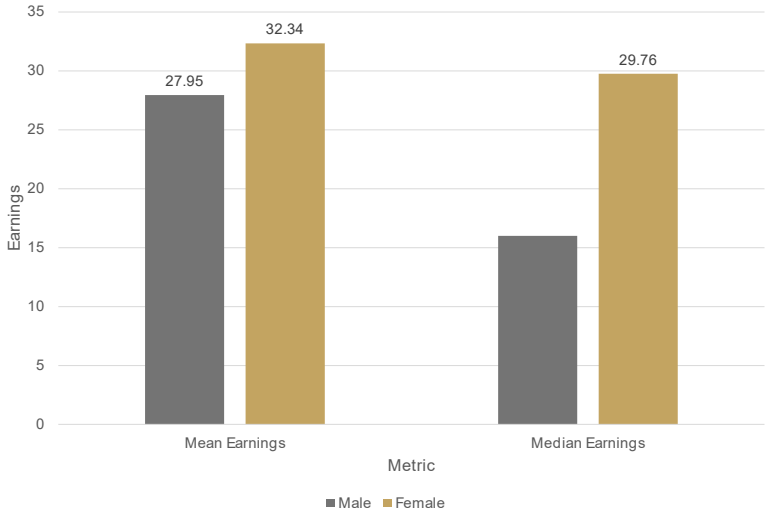
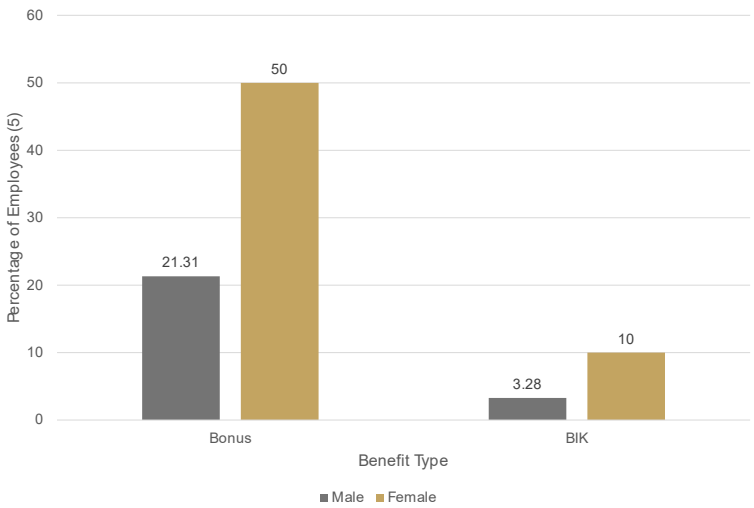
PAY GAP DRIVERS

Our analysis identifies the following primary drivers for the gender pay gap:

- A larger proportion of male employees are employed in entry-level operational roles, which have fixed pay structures aligned with industry standards.
- A higher proportion of female employees hold senior or specialist positions, which attract higher salaries and performance-related pay. A remarkable 21.3% of male employees and 50.0% of female employees received a bonus,
- The relatively small number of female employees overall means that pay levels for women are more heavily influenced by these higher-paid roles.
- In terms of Benefits in Kind, 3.3% of male employees and 10.0% of female employees received BIK, which reflects an opportunity to further expand access to non-monetary benefits for all employees.

As a result, both the mean pay difference of 16% and median pay difference of 86% for women are higher than those for men.





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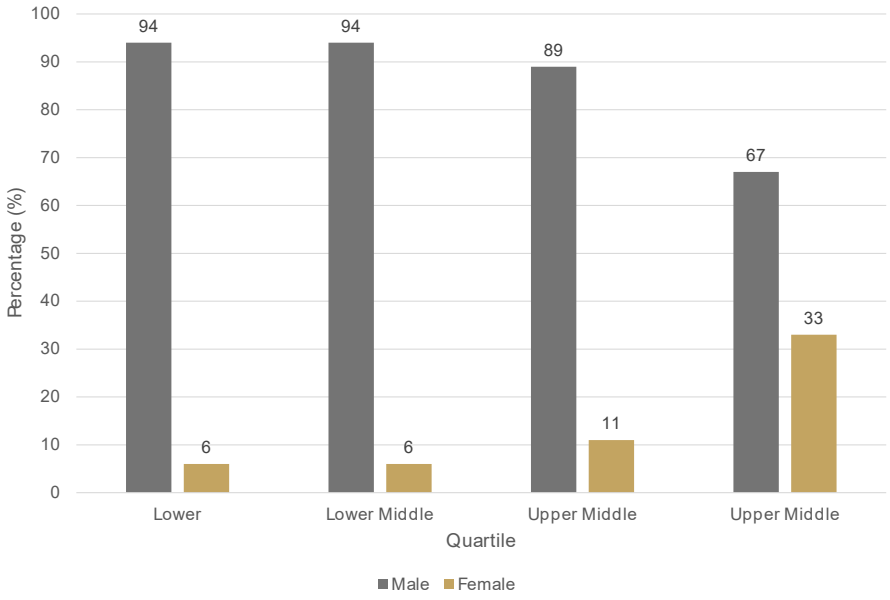
INTERPRETATION OF QUARTILE DISTRIBUTION

The chart illustrates gender representation across pay quartiles. While men currently make up a higher proportion in all quartiles, we are encouraged by the presence of women in the middle and upper quartiles, where representation reaches 31% in the lower middle quartile and 33% in the upper quartile. This demonstrates that women are progressing into higher pay bands and taking on roles with greater responsibility.

These figures highlight the impact of our ongoing efforts to promote career development and equal opportunities. We remain committed to building on this progress by continuing to support female talent through leadership programmes, mentorship, and inclusive recruitment practices.



COMMITMENT TO FAIR AND EQUITABLE PAY

Sanbra Group is committed to ensuring that all employees are rewarded fairly for their contribution, regardless of gender. We regularly review our pay structures to ensure parity for equal work and to maintain consistency across all levels of the business.

CONTINUING TO IMPROVE GENDER BALANCE

While our current gender pay gap reflects the positive progress of women within senior roles, we recognise the importance of achieving gender balance across all areas of our workforce. In particular we aim to increase female representation in operational and entry-level logistics roles, where women are currently underrepresented.

To address this, we are focusing on:

- Attracting and recruiting more women into warehousing and logistics roles through targeted outreach and recruitment initiatives.

- Supporting progression pathways that enable all employees, regardless of gender, to develop from entry-level positions into leadership roles.

By continuing to promote diversity and inclusion across every level of the business, we aim to sustain a fair and balanced workforce where all employees can succeed and contribute fully.

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SUMMARY

Our 15% gender pay gap in favour of women is primarily the result of the distribution of male and female employees across different levels and roles within the organisation. While the majority of men work in lower-paid, operational positions, a greater proportion of women hold higher-paid leadership roles.

This outcome demonstrates our success in supporting women's progression into senior positions within a traditionally male-dominated industry. We remain committed to ensuring fairness, transparency, and equal opportunity for all employees, while continuing to improve gender representation across every part of our business.