



Culligan Home Ireland Gender Pay Gap Report 2025

Building balance. Empowering everyone.

Our commitment



At Culligan Home Ireland, we believe fairness and opportunity are fundamental to who we are.

This is our first **Gender Pay Gap Report**, produced in line with the Gender Pay Gap Information Act 2021.

It reflects our dedication to transparency, equity, and continuous progress across every part of our business.”

John O'Connor

Country Manager, Culligan Ireland



What is the gender pay gap?

The Gender Pay Gap is the difference in the average hourly rate of pay of men and women across an organisation, expressed as a percentage of men's pay. It measures overall gender representation and pay distribution, rather than equal pay for equal work.

A negative gap indicates that, on average, women earn more than men; a positive gap indicates that men earn more than women. The Gender Pay Gap highlights structural or cultural issues that can affect pay equality – such as differences in seniority, working patterns, or the concentration of genders in certain roles.

Culligan Home Ireland's approach

Single set of pay gap data – Republic of Ireland employees only.

- Reflects diverse operations, workforces, and demographics.
- This is Culligan Home Ireland's first report under the legislation.

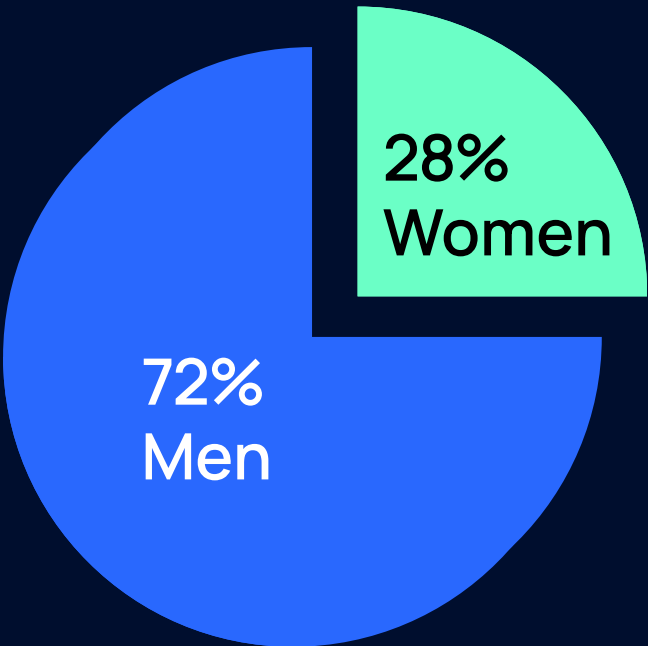
Overview

Snapshot date: June 30, 2025

- Measures difference in average earnings between men and women across all roles.
- Not the same as equal pay (equal work = equal pay).

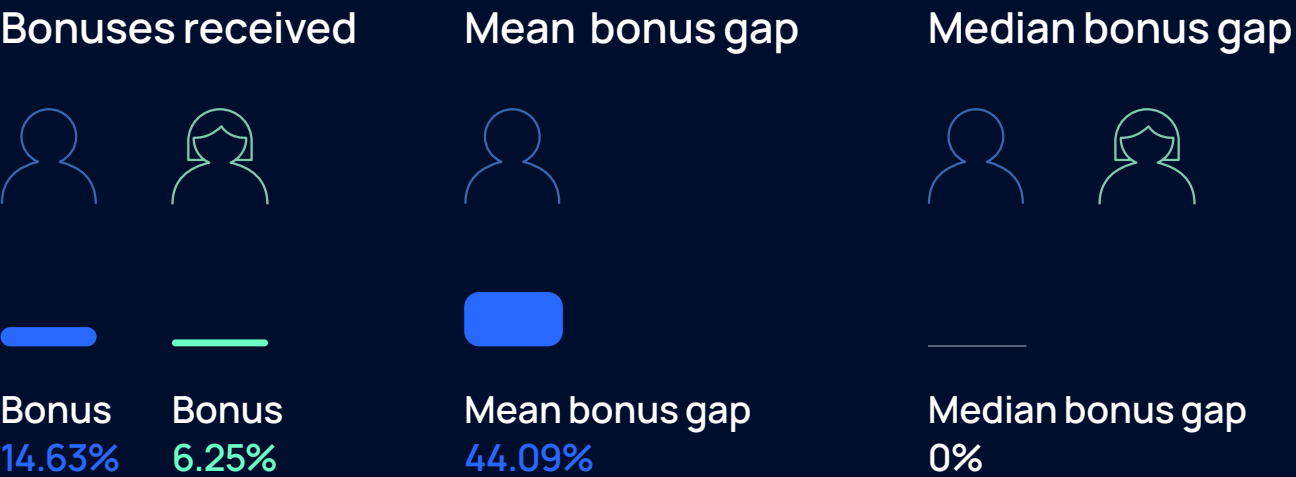
Workforce composition

57 Employees in total



“Shows a male-dominant workforce overall.”

Bonus pay

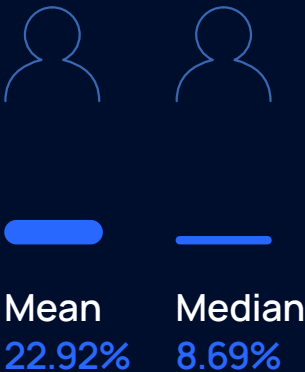


- Men’s higher average bonus linked to seniority and eligibility
- Median gap of 0% shows equal midpoint bonus levels between genders.

Gender Pay Gap Results

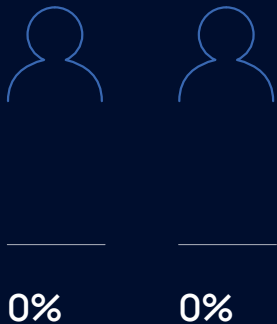
Men earn more than women on average

- Gap reflects gender distribution at senior levels, not unequal pay.
- No pay gap among part-time or temporary employees (none employed in period).

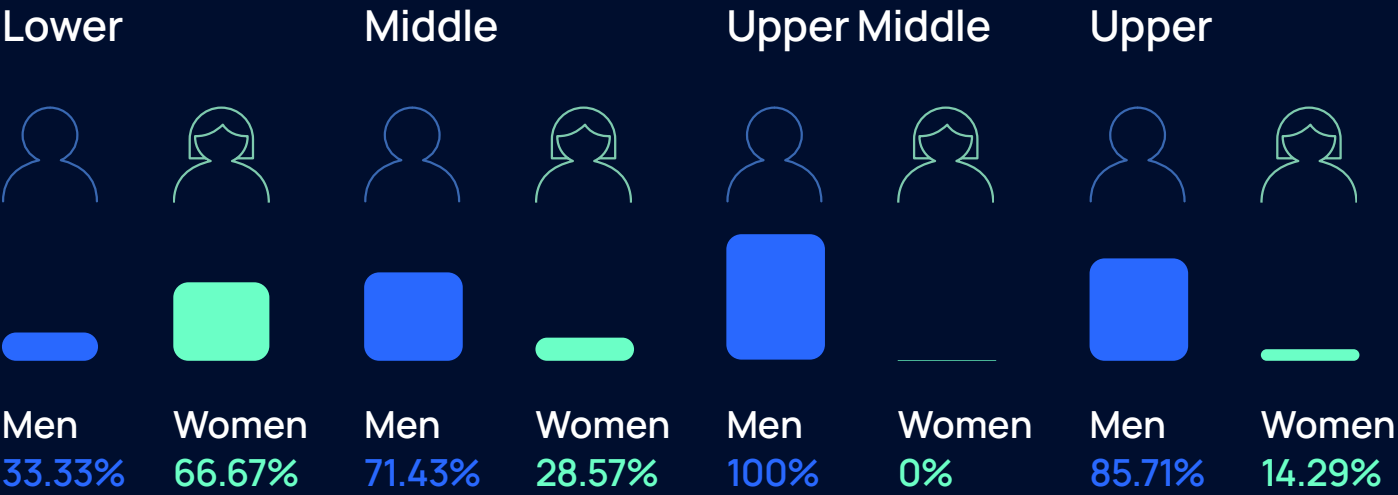


Benefit in kind (BIK)

No employees received benefits in kind.



Pay quartiles



- Men dominate upper quartiles; women concentrated in lower quartiles.
- Highlights gender imbalance across seniority levels, driving the pay gap.

Our Gender Pay Journey – Commentary & Future Plans

Culligan Home Ireland is committed to:

- **Increase female representation:** Targeted recruitment, development, and leadership programmes.
- **Support career progression:** Clear pathways, mentoring, and training.
- **Promote flexible work:** Broaden access to senior roles.
- **Review pay & bonus structures:** Ensure fairness and transparency.
- **Monitor & report annually:** Track progress and maintain accountability.

“We are committed to equity, opportunity, and inclusion.”



Looking ahead

While the gender pay gap reflects current workforce structure, Culligan Home Ireland will continue to foster a balanced and inclusive workplace and work toward narrowing the gap over time.

Our Values

- 01 Consumers come first.
- 02 Culligan as one.
- 03 Courage to do the right thing.
- 04 Commitment to innovation.
- 05 Consistently deliver exceptional results.



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