

Gender Pay Gap Report

November 2025

Introduction

Castle Electrical Factors (CEF) is the expert supplier of electrical products and services for professional buyers and installers all over Ireland.

CEF Offer the largest range of products including leading brands and value alternatives, alongside specialist know-how, friendly advice, and support that's the best in the industry.

CEF'S Multichannel business model continues to evolve, positioning us strongly to meet customer needs with unrivalled nationwide coverage across 17 branches.

We are dedicated and well placed to deliver exceptional service to our Customers and have continued to achieve substantial sales growth from customers visiting our branches.



Methodology

At **CEF**, we are dedicated to building a workplace that values diversity and inclusion. This report presents the findings of our gender pay gap review, prepared in line with Irish gender pay gap reporting requirements.

The results demonstrate our commitment to identifying and addressing any inequalities and to promoting fairness and equal opportunity for every employee.

This report presents the mean and median hourly pay for male and female employees, along with mean and median bonus payments. It also includes the proportion of male and female employees who receive a bonus or any benefits-in-kind.

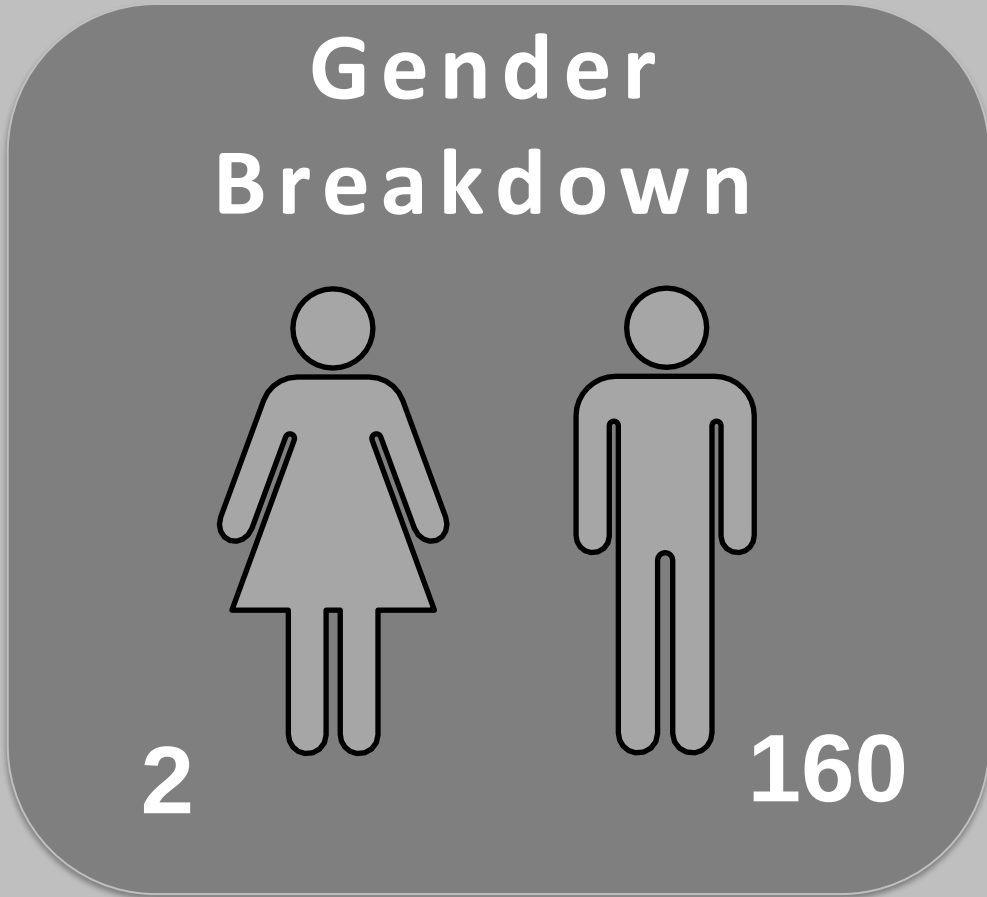
The analysis is further broken down across pay quartiles for male and female employees and covers all contract types, including part-time and temporary roles.

Reporting Period

June 2024 – June 2025

Our Workforce Profile

Total number of employees: 162



Hourly Remuneration

All Employees

Gap

Mean pay gap

22.51%

Median pay gap

0.04%

Temporary Employees

Mean pay gap

100%

Median pay gap

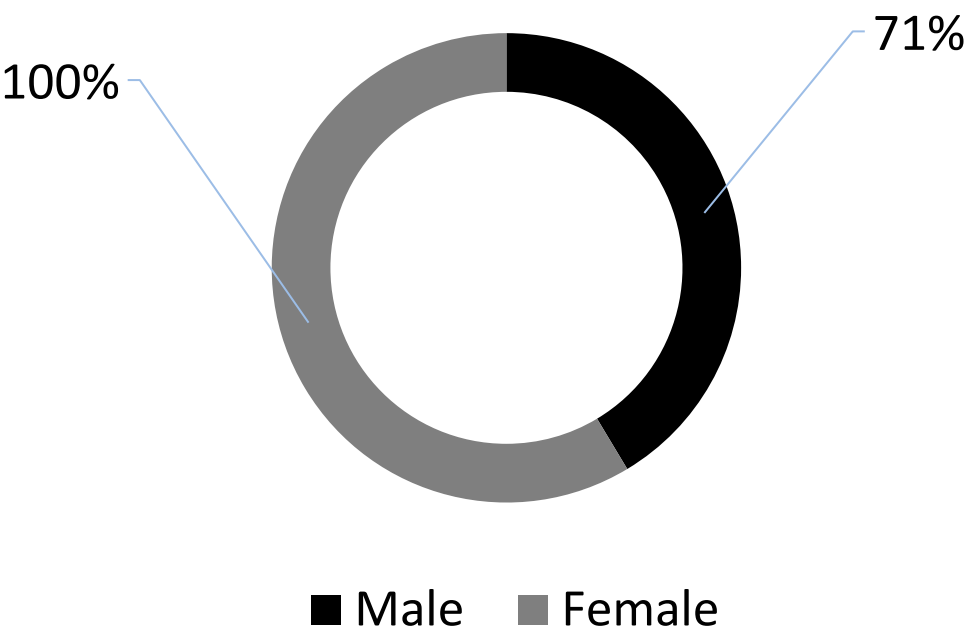
100%

Summary

- The mean pay gap is 22.51% in favour of male employees, reflecting the higher concentration of employees in senior and group-level roles within the company.
- The median pay gap is 0.04%, which reflects that pay is broadly equitable across the workforce.
- For temporary employees, both the mean and median pay gaps are 100%, as these roles are currently held exclusively by male employees.

Bonus

Proportion of Workforce
Receiving a Bonus



Bonus Pay

Gap

Mean pay gap

78.14%

Median pay gap

36.41%

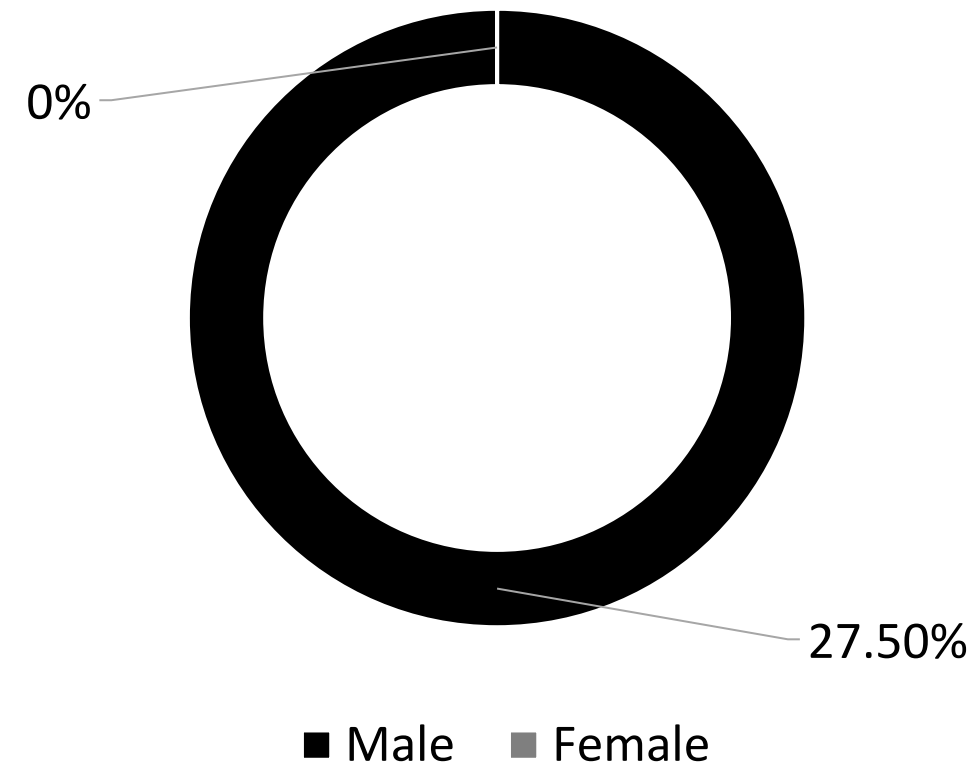
- All female employees received a bonus, compared with 71% of male employees. This difference is driven by eligibility rules, including start dates, leavers, and performance criteria linked to company and branch targets.
- The mean and median bonus pay gap shows that, male employees received higher bonus payments than female employees. This is mainly due to the higher number of males in senior management and group-level roles.





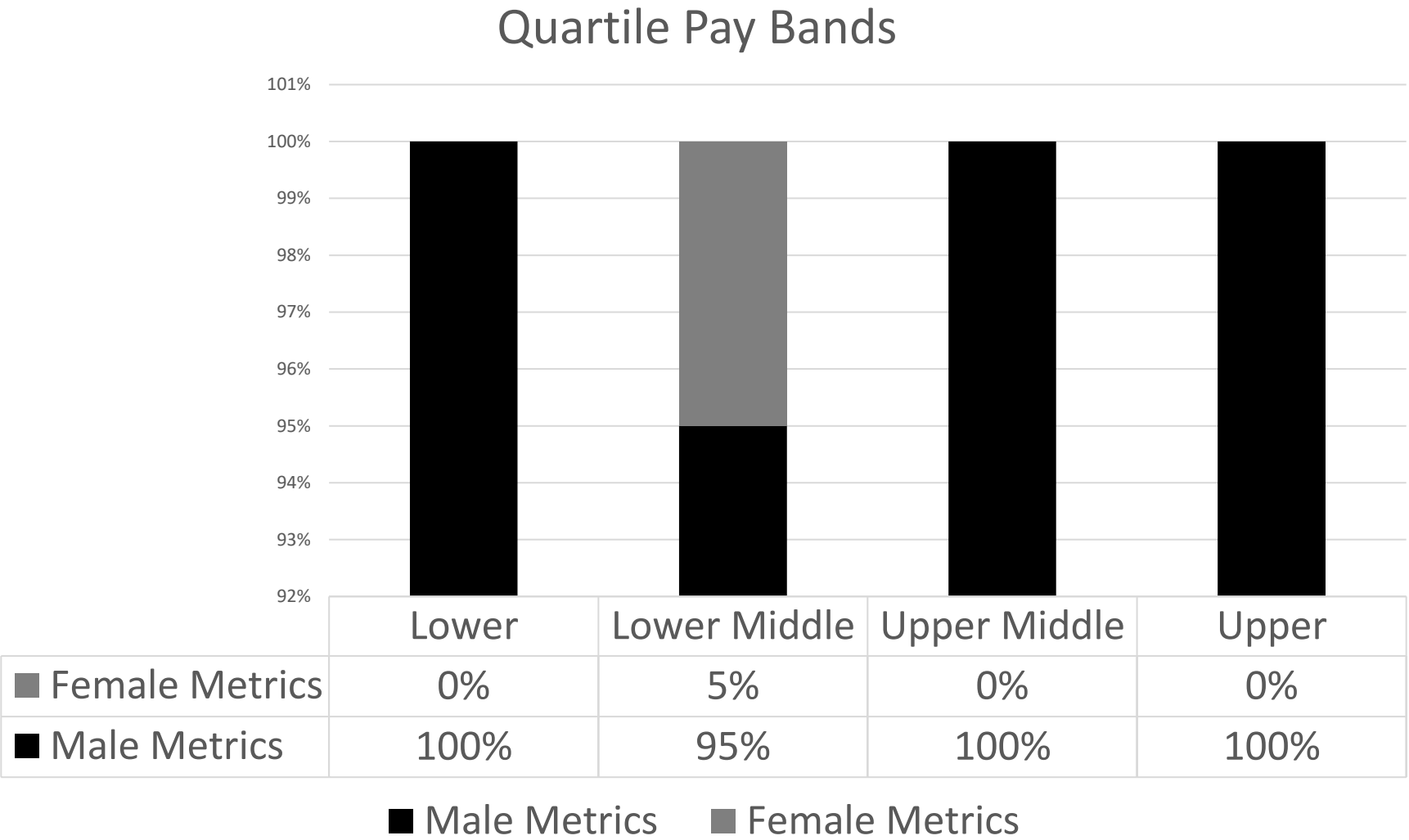
Benefit-in-Kind (BIK)

Proportion of Workforce Receiving BIK



- Benefit-in-kind is 27.5% for male employees, reflecting the higher proportion of the workforce in senior management roles where benefits, such as company vehicles, are more commonly provided.

Pay Quartiles



The pay quartile data shows that males make up the majority across all pay bands, with the most significant imbalance seen in the lower and upper quartiles. Females account for 5% in the lower middle quartile. This pattern reflects the current workforce composition, with higher numbers of males in both senior management and entry-level positions.

Actions

At **CEF** we are committed and remain focused on strengthening gender pay equality through the following measures:

