

# CARTEN Ireland

## Gender Pay Report



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***We go BEYOND, TOGETHER, to CREATE A BETTER FUTURE for everyone.***

Carten controls is a manufacturer of ultra-high purity (UHP) and high-performance components and equipment for the semiconductor and biotechnology industries.

Originally founded by Dan Carten in 1970 in Connecticut, USA, Carten expanded with the construction of our Waterford site in 1981, contributing and collaborating to grow our core industries worldwide.

Fujikin Incorporated (Japan) – one of the leading flow-control system manufacturers in the world – acquired Carten in 1991, collaborating to add complimentary capabilities in our existing, and new, cutting-edge industries.

Carten specialises in high capacity and bespoke equipment where containment, contamination-free, reliable, and ultra-high purity transportation of media is required, and when complex, automated mixing of media is required with turnkey, plug & play systems.

We enable our customers to sustain clean, efficient, safe high-performance facilities throughout our product life cycle.



## 2. Carten's Mission and Values

At Carten Controls, our mission is to be a global leader in the design and manufacture of innovative, high-performance flow solutions always striving to go beyond.

We believe that accountability, trust, honesty, innovation, caring, and teamwork are the foundations of how we work and who we are. We hold ourselves to account, act with integrity, and collaborate across teams and cultures to deliver lasting value.

Our strength lies in our people – their expertise, creativity, and shared commitment to creating a better future, together.

## 3. HR Manager Overview

At Carten, we believe that equality, diversity, and inclusion are essential to our culture and success. We are committed to creating a workplace where all employees are treated with dignity and respect and have the opportunity to flourish and reach their full potential.

Our workforce brings a broad range of skills, knowledge, and experience that strengthens our innovation and creativity. This Gender Pay Gap Report is part of our ongoing commitment to transparency and continuous improvement. It helps us identify where we are doing well and where we can do more to ensure that opportunities for growth and reward are equitable and inclusive across all levels of our organisation.

### Our priorities include:

1. Supporting Early Career Progression
2. Equitable Reward & Recognition
3. Family-Friendly Policies



**William Flynn**  
HR Manager

## 4. Gender Pay Gap Overview

The Gender Pay Gap Information Act 2021 requires organisations to publish details of their hourly gender pay gap across several measures.

### 4.1. Reporting obligations were introduced in stages:

- From 2022, organisations with more than 250 employees began reporting.
- From 2024, the requirement extended to organisations with more than 150 employees.
- In 2025, organisations with more than 50 employees – including us, must report for the first time.

Each organisation must select a snapshot date in June to calculate its gender pay gap for the previous 12 months. For us, the snapshot date is 30 June 2025, covering the period from 1 July 2024 to 30 June 2025.

Employers then have five months to finalise their calculations and must publish their results by November 2025. The report must be made available on the employer's website, or otherwise in a way that is accessible to both employees and the public.

### 4.2. Who is Included?

All employees on the payroll on the snapshot date (30 June 2025 for our organisation).

This includes:

- o Full-time, part-time, temporary, and fixed-term employees
- o Casual staff (if they are directly employed and paid through payroll)
- o Employees on leave (paid leave such as annual leave, sick leave, or maternity leave, but not those on unpaid leave)

Contractors and agency workers are not included, unless they are directly employed by the organisation.

Essentially, anyone who is employed and receiving pay from the organisation on the snapshot date should be captured in the calculations.

#### **4.3. Understanding The Pay Gap**

The gender pay gap measures the difference in the average hourly pay between women and men within an organisation, expressed as a percentage of average male earnings.

The hourly rate includes basic pay, overtime, shift premiums, bonuses, and benefits in kind.

The calculation considers all employees, rather than comparing individuals in the same roles, with identical working patterns, skills, qualifications, or experience.

While the gender pay gap does not directly indicate discrimination or bias, it highlights differences in gender representation and shows whether women are equally represented and rewarded across the organisation.

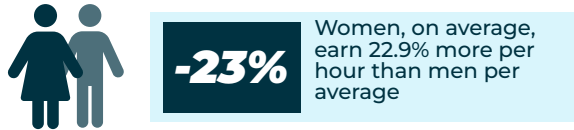
## 5. Carten Controls Ltd Gender Pay Gap Figures

The following figures show the gender pay gap at Carten Controls Ltd, based on a snapshot date of 30 June 2025, covering the period from 1 July 2024 to 30 June 2025.

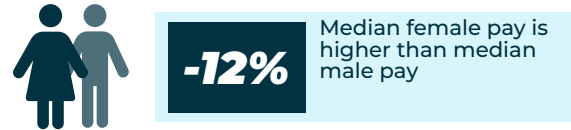
### Headcount



### Hourly Mean Pay



### Hourly Median Pay



A negative gap indicates that, on average, female employees earn more than male employees for this period.



## Bonus Mean Pay



**-36%**

Women receive higher average bonuses than men

## Bonus Median Pay



**-14%**

Median bonus is higher for women

## Bonus Proportion



**0%**

All employees received a bonus

## BIK Mean Pay



**-108%**

The analysis of Benefits in Kind (BIK) shows that the mean BIK received by female employees is higher than that received by male employees. This results in a gender BIK gap of -108%. This indicates on average, female employees receive a greater BIK mean value than male employees

## BIK Median Pay



**-91%**

The analysis of Benefits in Kind (BIK) shows that the median BIK received by female employees is higher than that received by male employees. This results in a gender BIK gap of -91%. This indicates on average, female employees receive a greater BIK median value than male employees

## BIK Proportion



**32%**



**15%**



**-113%**

A higher proportion of females receive BIK than males

## Lower Quartile



**6%**



**94%**



**93%**

Male dominated at the lower quartile

## Lower - Middle Quartile



**16%**



**84%**



**81%**

Male dominated at the lower - middle quartile

## Upper - Middle Quartile



**16%**



**84%**



**81%**

Male dominated at the upper - middle quartile

## Upper - Quartile



23%



77%



71%

Male dominated but slightly higher female representation

## 6. Reducing the Gender Pay Gap

While our data shows that, on average, women earn slightly more than men at Carten, we recognise that women remain underrepresented in several areas of the organisation, particularly in entry-level roles. Our focus is therefore on encouraging greater female participation and progression across all levels, to ensure balanced representation and long-term equity.

### To support this, we will:

1. Supporting Early Career Progression – Encouraging and enabling women to join and grow in entry-level roles, with mentoring, guidance, and development opportunities to support progression.
2. Equitable Reward & Recognition – Ensuring pay, bonuses, and benefits are fair and transparent across all roles.
3. Family-Friendly Policies – Continuing to offer supportive policies, including maternity leave and flexible working options, to retain and develop talent.

Through these initiatives, we aim to create a more inclusive and balanced workforce while supporting career growth for all employees.

## 7. Conclusion – Our Journey

At Carten Controls our journey toward sustained pay equity and balanced representation is ongoing. We will continue to monitor progress, refine initiatives, and embed inclusion into our culture to ensure equal opportunity and support for all employees at every stage of their career.

Diversity, inclusion, and equity are central to how we operate at Carten. By maintaining transparency, listening to our people, and taking meaningful, measurable action, we aim to create a workplace where everyone can thrive – going beyond, together, to create a better future for all.

# CARTEN

FLOW SOLUTIONS - **WE GO BEYOND**

## **Europe Headquarters**

Carten Controls Ltd,  
Unit 613, Northern Extension Waterford Industrial Estate,  
Cleaboy Road,  
Waterford Ireland  
X91 F2DE

+353 51 355436

[sales@cartencontrols.com](mailto:sales@cartencontrols.com)