Gender Pay Gap Report 2025

Americold Ltd

Senior HR Manager introduction

At Americold Monaghan, we are proud to publish our first Gender Pay Gap Report for 2025 in compliance with the Gender Pay Gap Information Act 2021. With two sites one in Lough Egish and one in Castleblayney, with a combined headcounts of 82 associates across both locations, we welcome this opportunity to reflect on our progress and reaffirm our commitment to equality, transparency, and inclusion. Our people matter, and we are dedicated to creating a workplace where everyone can thrive.

As a leading provider of cold storage and logistics solutions in Ireland, we serve a diverse range of customers and communities. It is important to us that our workforce reflects this diversity and that we continue to build a culture where every individual has equal opportunity to succeed.

Reporting on our gender pay gap allows us to benchmark our current position and identify areas for improvement. The insights from this report will guide our strategic cultural initiatives and support our ambition to expand into new markets globally.

Our gender pay gap is influenced by several factors, most notably the current gender distribution in higher-paid roles. This understanding provides a clear direction for action and reinforces our commitment to developing talent in a fair, balanced, and progressive way.

It is important to clarify that the gender pay gap is not the same as equal pay. Equal pay requires that individuals performing the same role are compensated equitably, considering factors such as experience, performance, and skills. As an organisation, we are fully committed to paying equally for equal work in line with current legislation. The gender pay gap, by contrast, reflects the overall difference in average pay between men and women across the company, regardless of role.

We remain focused on creating a workplace where all employees feel valued, supported, and empowered to succeed.

What is the Gender Pay Gap

The gender pay gap is the difference in the average hourly wage of men and women across a workplace. It compares the pay of all working men and women; not just those in similar jobs, with similar working pattern or with similar competencies, qualifications, or experience.

As required under legislation we publish our Gender pay gap, both on a mean and median basis. We will therefore explain each method below before detailing our specific gender pay gap numbers.

- The mean pay gap is the difference between the average hourly rate of pay for females compared to males, which is calculated by adding all employees' pay together for each gender to derive an hourly rate of pay for that gender and dividing by the total number of employees.
- The median pay gap is the figure that falls in the middle of the of a range where the salary of all relevant employees is listed from the lowest to the highest. The median pay gap represents the difference in hourly pay between the middle salary for women compared to the middle salary for men.

Our 2025 Gender Pay Gap Results

The figures below show the difference in pay between men and women expressed as a percentage and are calculated using both the mean (average) and median (middle value) measures. The Gender pau gap is calculated for both hourly paid employees and bonus as defined earlier in this report. First it is worth noting that the workforce is made up of 70 Male Employees and 12 Female employees.

- **Men**: 70 employees (85%)
- **Women**: 12 employees (15%)

Mean and Median Pay and Bonus Gap

	Mean	Median
Hourly Pay	22%	11%
Bonus	6%	0%

Proportion of employees in each Pay Quartile

	Lower	Lower-middle	Upper Middle	Upper
Men	100%	95%	75%	70%
Women	0%	5%	25%	30%

Bonus Participation

Gender	% Receiving Bonus
Men	1%
Women	8%

We apply the same bonus eligibility criteria to all employees regardless of gender. However, the percentage of males who received a bonus is lower than that of females, due to the nature of roles which attracted a bonus this year.

Reasons for our Gender Pay Gap

As a company in Cold Storage and Logistics, an industry which is traditionally male dominated, the majority of the workforce is male (85%), similar to many others in the industry. This Gender imbalance is across the quartiles as men hold the majority of roles.

The main driver for the differentiation in the bonus payments for 2025 is due to the finance department receiving a retention bonus. This team is made up of females in its entirety. Which is a contributor for the difference.

The difference in the BIK payments is due to roles, the majority of BIK is related to more administration and professional roles which are held by more females than males. A number of the benefits are also legacy benefits.

Our Actions to reduce the Gender Pay Gap.

Americold proudly champions diversity and inclusion within the cold chain storage industry. As an active member of Women in Cold Chain, we are committed to inspiring female school leavers, university graduates, and professionals from other sectors to explore rewarding careers in cold chain storage. This initiative reflects our dedication to fostering gender diversity and creating opportunities for women in a traditionally male dominated field.

To further embed inclusivity into our culture, Americold launched the Global Culture Ambassador Program in September 2024. This program empowers teams of mixed genders to promote our core values of Diversity, Inclusion, and Belonging, ensuring every individual feels respected and valued. Through this initiative, we aim to build a workplace where differences are celebrated, and everyone has a sense of belonging.

We also uphold the highest ethical standards through SEDEX audits, which provide a comprehensive framework for assessing and improving workplace practices. These audits focus on critical areas such

as pay equity, diversity, labour rights, and business ethics reinforcing our commitment to fairness and integrity.

Additionally, our annual talent review and succession planning process ensures a strong and diverse talent pipeline. By implementing structured development plans, we support the career progression of both male and female employees, driving equitable growth and leadership opportunities across the organisation.

Conclusion

Although we operate in a traditionally male dominated industry, our company remains firmly committed to fostering an inclusive environment where all employees, regardless of gender, are encouraged to develop and thrive. We recognise that addressing the gender pay gap is a complex challenge, but it is one we embrace wholeheartedly. Through our initiatives and programs, we have introduced, we will continue working diligently to reduce this imbalance and promote fairness across our organisation.

Appendix

2025 GPG Information Act 2021 Reporting Requirements (snapshot date 30th June 2025) Monaghan sites.

Mean Hourly Gender Pay Gap (all)	22%
Median Hourly Gender Pay Gap (all)	11%
Mean hourly Gender Pay Gap (part time)	0 %
Median Hourly Gender Pay Gap (part time)	0 %
Mean Hourly performance related bonus gender pay gap (all)	6%
Median Hourly performance related bonus gender pay gap (all)	0%
% of employees by gender to receive bonus renumeration	8% (F)
	1% (M)
% of employees by gender to receive benefit in kind	8% (F)
	3% (M)
% of employees within lower renumeration quartile	0% (F)
	100% (M)
% of employees within lower – middle renumeration quartile	5% (F)
	95%(M)
% of employees within Upper Middle renumeration quartile	25% (F)
	75% (M)
% of employees within Upper renumeration quartile	30% (F)
	70% (M)