



Gender Pay Gap Report (OLIVER Marketing Ireland Ltd)

1. Introduction

OLIVER Ireland Ltd is committed to maintaining a fair, inclusive, and equitable workplace. As part of our obligations under the Gender Pay Gap Information Act 2021, we are publishing our gender pay gap data based on a snapshot date of 01 in June 2025.

This report outlines:

- Our gender pay gap figures
- An explanation of the factors contributing to these results
- The actions we are taking to reduce the gap

2. Our Workforce Overview

- Total employees on our snapshot date: 63 employees in total
- Percentage male: 54%
- Percentage female: 46%

3. Gender Pay Gap Results

3.1 Hourly Pay Gap

- Full time hourly pay gap: 6.73 %
- Part time hourly pay gap 44.73%

3.2 Bonus Pay Gap

- N/A for 2024 – June 2025

3.3 Benefits-in-Kind

- Proportion of men who received benefits-in-kind: 4.76%
- Proportion of women who received benefits-in-kind: 4.76%

3.4 Pay Quartiles

- Upper (Q4): 60% male / 40% female
- Upper-Middle (Q3): 53% male / 47% female
- Lower-Middle (Q2): 60% male / 40% female
- Lower (Q1): 44 % male / 56% female

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4. Understanding Our Gender Pay Gap

Describe factors contributing to the gap such as:

- Seniority distribution
- Part-time or flexible working trends
- Recruitment patterns for specific role
- Sector-specific considerations

5. Actions We Are Taking

We have already:

- Introduced a global structured pay-review process
- Improved interview and promotion transparency
- Expanded flexible working policies
- Launched mentoring and leadership development programs

We plan to:

- Increase where feasible the outreach to female candidates
- Review progression pathways
- Continue monitoring pay information
- Conduct annual internal audits

6. Statement of Accuracy

I confirm that the information contained in this gender pay gap report is accurate and has been calculated in line with the requirements of the Gender Pay Gap Information Act 2021.

Signed by:

Signed: EC792B44773948F...

Name: Mark McCann

Position: Chief Executive Officer

Date: 28 November 2025