

GENDER PAY GAP REPORT RADIONICS LTD 2024/25



Radionics Ltd. - Gender Pay Gap Report 2024/25
Creating an inclusive and engaging environment
where everyone is proud and excited to come to work.

FROM OUR COUNTRY MANAGER

Welcome to the 2024-2025 Gender Pay Gap report for Radionics Ltd. (trading as RS Ireland).

This is our first gender pay gap publication and we look forward to sharing these numbers with you each year. As a company, we are committed to creating an inclusive and supportive work environment for all our employees.

Our overall retention rate is a testament to our success in building a team where diverse perspectives and experiences are valued and respected. It gives me great pleasure to talk about our specific approach to gender equality in this report.

As the business has grown, new positions have opened up, allowing us to welcome more women into the team at various levels of seniority. I am delighted that Aideen Rooney, one of our Key Account Managers, is sharing her story in this report.

Like every woman at RS Ireland, Aideen has brought essential skills and qualities to the business. Her journey from customer services to our field sales team is an inspiring example of the career pathways that exist for all employees at RS. Stories like Aideen's pave the way for more women to grow their careers and reach their true potential with us.

Aideen's experience also demonstrates that our approach to people and culture is working. As leaders, we believe what's good for our employees is good for business. Being flexible, supportive and inclusive, giving people the opportunities to develop and grow, and empowering them to achieve more, are fundamental to who we are as a company.

We recognise that there is a gender imbalance within our sales function which impacts on our gender pay results. We are committed to fostering a truly diverse talent pipeline that enables more women to step into these roles in future, either through internal promotions or external recruitment.

As we continue to grow our business and expand our workforce over the coming years, a key part of our talent and succession planning will be focused on how we can further address the imbalance and narrow the gender pay gap.

This is just the beginning of our reporting on gender pay in Ireland, and the first of many individual stories to be shared. We will continue to build on these promising foundations, gathering data, measuring impacts and making sustainable, long-lasting progress towards a more diverse, gender-balanced workplace.

We hope you find the gender pay gap information you read here interesting and encouraging. We're making progress and remain firmly committed to continuing this forward.



Gary Bradley
Country Manager
RS Ireland

THE DATA OVERALL

All data is from 30th June 2025, and therefore represents the 2024-2025 snapshot for RS Ireland.

Radionics Ltd. is one subsidiary of RS Group.

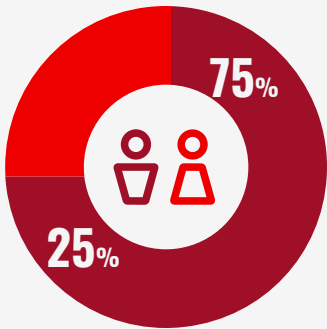


- Male



- Female

Gender split



Pay gap: hourly rate

	MEAN	MEDIAN
Overall	-5.2%	4.7%
Part Time	3.0%	3.0%
Full Time	-7.1%	6.0%

Pay gap: bonuses

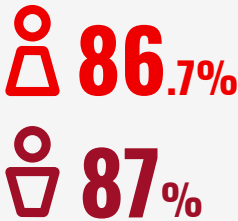
MEAN

18.4%

MEDIAN

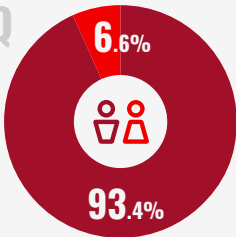
14.5%

Receiving bonuses¹

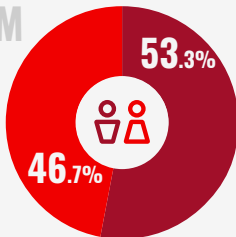


% of women by pay quartile

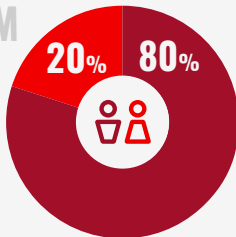
LQ



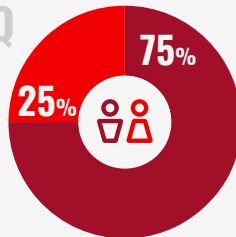
LM



UM



UQ



¹ All employees are eligible for a bonus after a given period. The percentages here are a reflection of timing: some employees joined too late in the financial year to be eligible.

WHAT DOES THE DATA TELL US?

RS Ireland employs a higher percentage of men (75%) than women. The representation of women and men in each quartile shows a similar split, except for the lower middle quartile, where the representation of women and men is almost equal.

Although more men than women work at RS Ireland, the gender pay gap is narrow. On average, women are paid 5.2% more than men. At the median, men are paid 4.67% more than women. The gap remains narrow for both part-time and full-time employees.

The numbers of men and women receiving bonuses and benefits show a slightly wider gap. As bonuses are given as a percentage of pay, men currently receive on average 18.4% more bonus than women, due to the higher number of men in the upper and middle quartiles. This is largely driven by our sales team having a higher representation of male colleagues and sales bonuses being differentiated to reflect individual performance.

Why we use median and mean

These two different measurements help us understand the gender pay gap better.

The median shows the difference between the midpoints in the range of hourly pay. To calculate the midpoint, we take everybody's pay, list them in order, and pick the middle salary. This means the median isn't skewed by either the lowest or the highest rates of pay.

The mean is the difference between the average hourly pay. The mean includes all the lowest and all the highest rates of pay, so it helps us understand the effect of having a larger proportion of women in lower-paid roles, and a larger proportion of men in higher-paid roles.

The median hourly pay gap is now
less than
5%

On average women are paid
5.2% MORE
than men



VALUES IN ACTION

AIDEEN ROONEY ON WHY CULTURE MATTERS

Aideen Rooney is a Key Account Manager, responsible for building and sustaining customer relationships in the North West and Midlands (Donegal, Sligo, Mayo, Roscommon, Leitrim, Galway, Westmeath, Longford, Cavan and Monaghan) and troubleshooting any issues that arise.

In a typical week, she spends four days on the road and one in the office. She has been at RS Ireland for just over two years.

"I was always impressed with RS Ireland, even before I worked here. I started out in procurement at another company, and I regularly dealt with RS people. You could always rely on them. If I put in an order at 3.30 in the afternoon, I would practically fall over the box the next morning. The customer service was unbelievable!

"I'd also met some great people from RS Ireland at an RS Connect event, and I thought, 'this must be some place to work!' So when I came across a job opening at RS Ireland, I decided to apply. Even at the interview stage, I had such positive vibes: the way they spoke and introduced themselves immediately made me think, 'this is going to be OK.'

"I work in a small team, so I thought at first they would be my bubble. But I quickly realised that it's not a bubble. It's everybody. Everybody bounces off each other for advice and support. We are all encouraged to ask questions and speak up, and there is a real sense of psychological safety. Managers are really interested in my career progression, checking what I need, how it's going, and making training available. You can definitely see the internal opportunities across RS Ireland, with people moving up into new roles.

"When everyone is spread out over the country, it can be hard to create that kind of close-knit team. We're all communicating virtually all the time. But we also have in-person sales meetings and the like, so we can touch base with everyone. It's a really supportive and positive place to work.

"This is a great place to work for everyone. We can do our best work because management does their best for us."

"It's also really understanding. We all have commitments outside work, and RS Ireland has given me the flexibility to prioritise my son when I needed to. And they care for our well-being. If there's a bad weather warning, my boss will be straight on the phone telling me to take it easy on the roads or if really bad, even to stay at home to ensure my safety.

"I've always worked in quite male-dominated places, and RS is no exception. But I've never felt excluded here, or held back in any way. This is a great place to work for everyone. We can do our best work because management does its best for us. I feel very blessed to be part of such a really good team."

OUR VALUES



WE ARE **ONE** TEAM

We listen, respect and trust each other.
We seek diverse perspectives. We collaborate with purpose, as one connected team.



WE **DELIVER** BRILLIANTLY

We are empowered, take ownership and deliver what customers need with energy and passion.



WE DO THE **RIGHT** THING

We care about our impact on colleagues, customers, suppliers and communities, today and tomorrow.



WE MAKE **EVERY DAY** BETTER

We are adaptable, agile and inspired to innovate and make positive changes, always finding ways to improve, challenge and simplify.



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