

Gender Pay Gap Report 2025

Prepared in accordance with the Gender
Pay Gap Information Act 2021

30 November 2025



Our Data

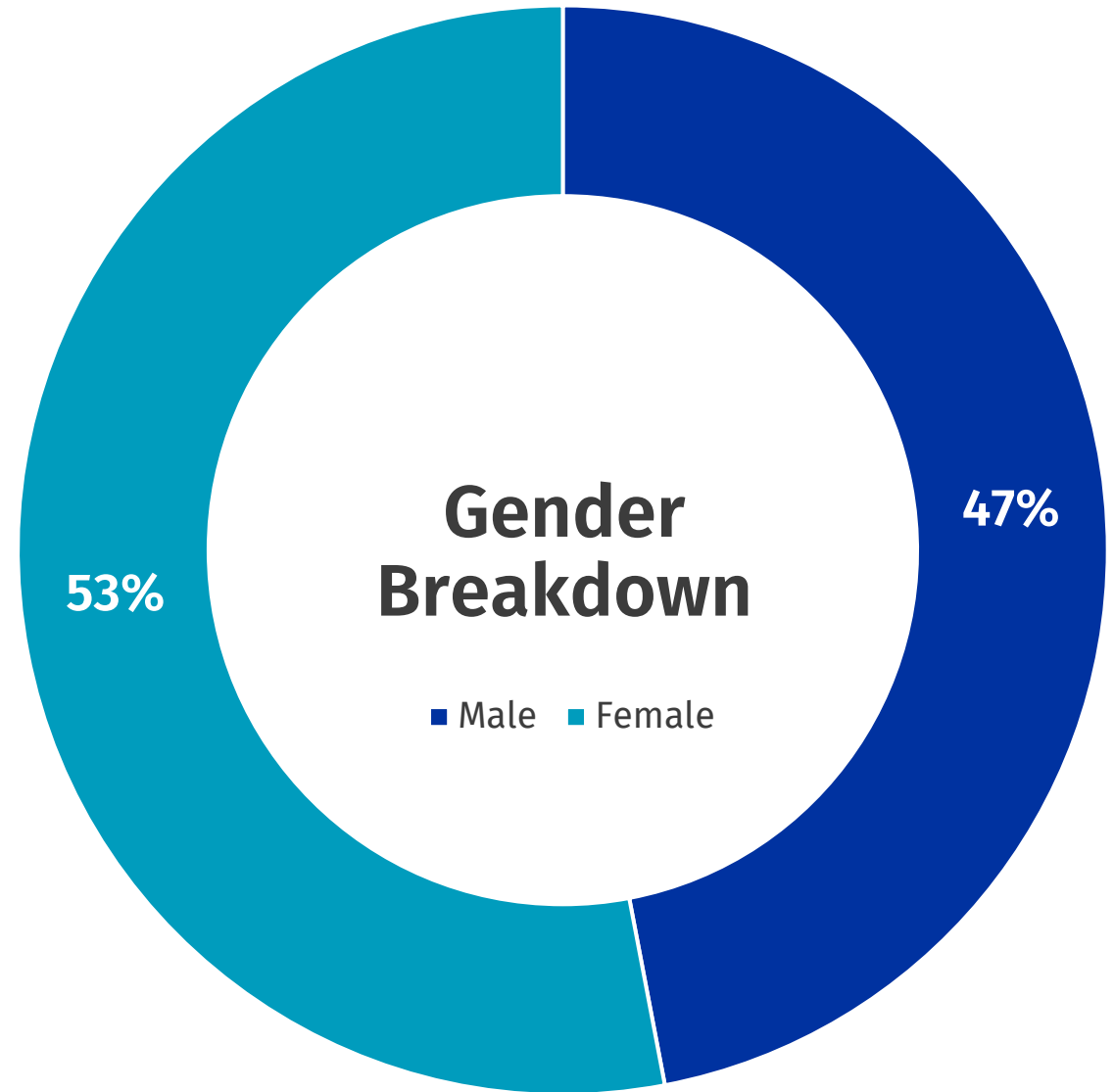
This report outlines our gender pay profile and representation levels over the period 1st July 2024 until 30th June 2025 inclusive.

For this period AWN has 54 fulltime employees and 8 part-time employees. Of this number, 2 are on paid maternity leave.

The headcount for the reporting period is 62.

53% of AWN's workforce for the reporting period are female.

AWN staff based in Ireland are included in this report.



Hourly Renumeration Gender Pay Gap

	Mean	Median
Hourly remuneration gender pay gap for all employees	23%	25%
Hourly remuneration gender pay gap for part-time employees	52%	46%
Hourly remuneration gender pay gap for temporary employees	N/A	N/A

The gender pay gap represents the difference in average earnings between men and women. It is calculated by comparing their average hourly pay and expressing the gap as a percentage of men’s average hourly earnings. Total compensation is used combining salary, benefit in kind and bonus amounts. In contrast, equal pay focuses on whether men and women receive the same remuneration for performing identical or similar work.

2025

Bonus & Benefit in Kind Gender Pay Gap

The bonus gap measures the difference in the total value of bonuses received by men and women. It is calculated using the same approach as the mean and median pay gap. A positive figure shows that men receive higher bonuses on average, while a negative figure indicates that women receive higher bonuses.

97%

% men receiving a bonus

85%

% women receiving a bonus

3%

% men receiving a benefit in kind

55%

Mean gender pay gap for bonus payments

33%

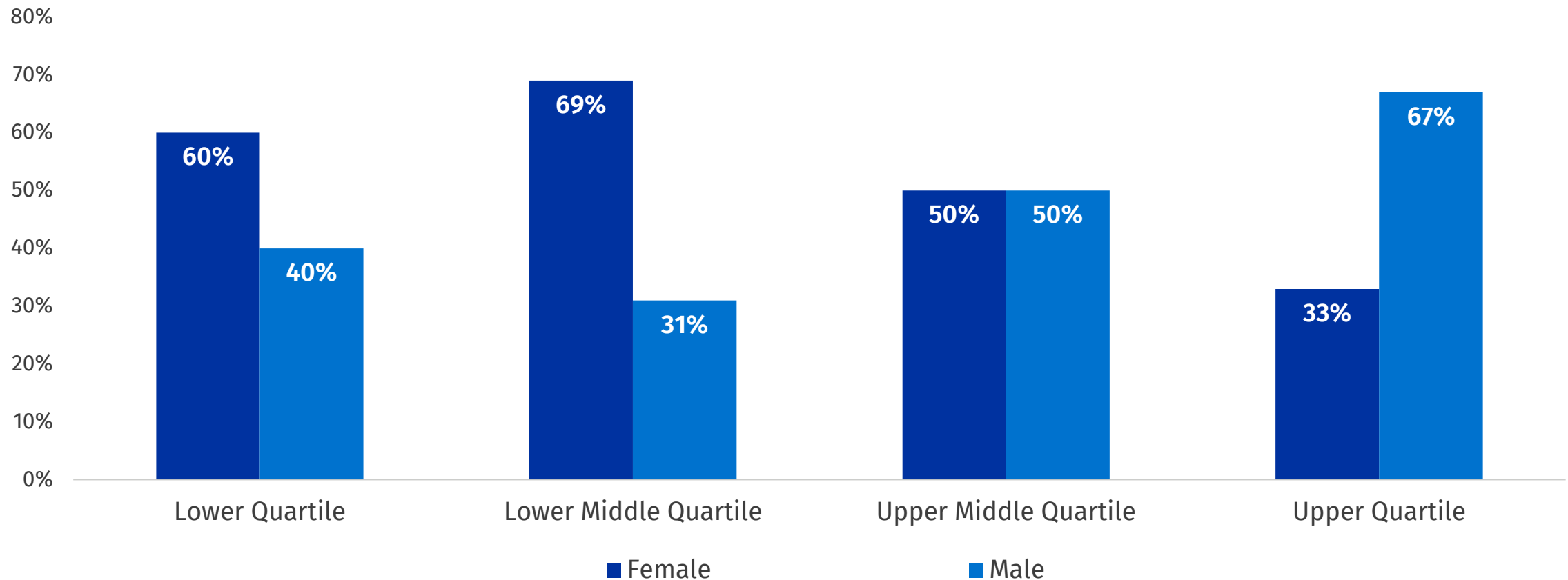
Median gender pay gap for bonus payments

3%

% women receiving a benefit in kind

Quartile Pay Bands

The quartiles split our employees into four equal groups ranked from the lowest to the highest rate of pay and show the relative percentage of each gender in those groups. The higher proportion of male employees at the Upper Quartile is legacy issue related to the founders and management team being predominantly male.



Understanding Our Data

01

Gender Pay Gap

Hourly pay gaps exist across all categories. The overall gap reflects the higher number of men on the management team at the time of reporting. Senior roles have higher salaries and bonuses, which affect hourly pay. Part-time gaps arise for similar reasons. A mean gender pay gap only exists at the upper quartile of pay bands. Other quartiles have a 0% gender pay gap reflecting a more even distribution of male and female employees within those quartiles.

02

Bonus Pay Gap

There is a strong level of parity between male and female employees who are eligible for and receive a bonus. The variance observed reflects a higher number of newly hired female employees who were not yet eligible for bonus payments within the reporting period. Overall, the gender bonus gap is largely attributable to higher bonus values associated with senior roles, in which male employees are proportionally more represented.

03

Quartiles

Women make up 53% of AWN's workforce, a proportion that has consistently grown over time. Most of AWN's female employees join early in their careers, as shown by the higher representation in the lower and lower-middle quartiles. The upper-middle quartile is evenly split at 50/50. In contrast, the upper quartile, which includes senior management, is predominantly male.

Our Commitment to Reduce the Gender Pay Gap

01

Career Progression

We recognise the importance of ensuring transparent and equitable access to leadership opportunities and professional development. In 2025, 58% of all promotions at AWN were awarded to female staff, and a female leader was appointed to the senior management team. We are committed to continuing this progress and acknowledge that further changes within the upper pay quartile will be essential to addressing the gender pay gap.

02

Flexible and Family Friendly

2025 represents the first full year where AWN provide fully paid maternity and paternity leave. We also operate a flexible working policy to encourage parents to remain in the workplace. Often these policies have a greater impact on female staff, and will over time reduce gender pay gaps that occur due to career breaks or parental leave.

