



# Technopath Manufacturing Ltd. Gender pay gap report

**November 2025**



# Table of Contents

Message from Joydeep Goswami	3
The gender pay gap at Technopath Manufacturing Ltd.	5
Pay quartile data	6
Hourly pay gap data and bonus pay gap	7
Bonus recipients	8
BIK recipients	9



## A message from Joydeep Goswami

We want Technopath Manufacturing Ltd. as part of the LGC Group, to be a place that is welcoming, diverse and respectful.

This report marks the publication of Technopath Manufacturing Ltd. first Gender Pay Gap Report, outlining differences in hourly pay and bonus payments between women and men across our Ireland operations in 2025.

The primary contributor to the gender pay gap at Technopath Manufacturing Ltd is the underrepresentation of women in senior, higher paying roles. To address this gap, and driven by our commitment to ensuring fair, merit-based decisions, we focus on three key areas that support colleagues throughout their journey at LGC.

### **Attracting and hiring the best talent**

- Roles are advertised across a wide range of platforms, including those targeting diverse communities, with inclusive language supported by bias-reduction tools such as Textio.
- Recruitment processes are designed to be clear, transparent and consistently applied, with fair evaluation criteria used throughout the candidate journey to support equal opportunity.

### **Supporting gender equity and talent development**

- On-the-job growth opportunities are actively supported through internal career progression.
- Companywide initiatives help address barriers to advancement, including our: Menopause Policy; Flexible working arrangements; Return-to-work support.

### **Fostering inclusive communities**

- Inclusion is promoted through Employee Resource Groups, which provide spaces for connection, support and advocacy, including the broader LGC Group Women's Network.
- DEI-focused training is delivered on topics such as: Unconscious bias; Neurodiversity; Inclusive leadership.

# A message from Joydeep Goswami

Over the past year, LGC Group have undertaken several initiatives, which impact Technopath Manufacturing Ltd to support these goals:

- We monitor candidate diversity throughout the recruitment process and provide regular updates to our Board, last year, 50% of candidates globally reaching interview stage were women.
- As the baseline for our new KPI to increase the percentage of women in leadership, we reviewed the top three leadership levels and found 41% of those roles are held by women.
- We launched our Menopause Policy to raise awareness, support colleagues, and guide managers to implement reasonable adjustments to working practices.

By taking these steps, we are continuing to make tangible progress towards creating an equal and inclusive workplace for all. I confirm that this report and its data are accurate.

**Joydeep Goswami**

President and Chief Executive Officer

# About the gender pay gap

## What is the gender pay gap?

- The gender pay gap is a measure of the difference in the mean and median pay of all men and women employed, regardless of the nature of their work, across our business.
- The gender pay gap does not measure equal pay.
- Equal pay is the right for men and women to be paid the same when doing the same, or equivalent, work and is monitored for compliance through regular review of our pay procedures.

## Reporting requirements

All Irish companies with 50 employees or more on 30 June 2025 are required to report the following data:

- The proportion of male and female employees across four equal pay bands (quartiles).
- The difference in mean and median hourly pay between male and female employees expressed as a percentage of the mean/median hourly remuneration of male employees.
- The proportion of male and female employees who received bonus pay and benefit in kind.
- The difference in mean and median bonus pay between male and female employees expressed as a percentage of the mean/median bonus remuneration of male employees.

## Data reported

This report includes data for Technopath Manufacturing Ltd. and uses the reporting guidelines issued by the Irish Government<sup>[1]</sup>.

The information within this report is based on the following employee numbers on 30 June 2025:

- 44 female employees (38%)
- 73 male employees (62%)

# Proportion of female and male colleagues in each pay quartile

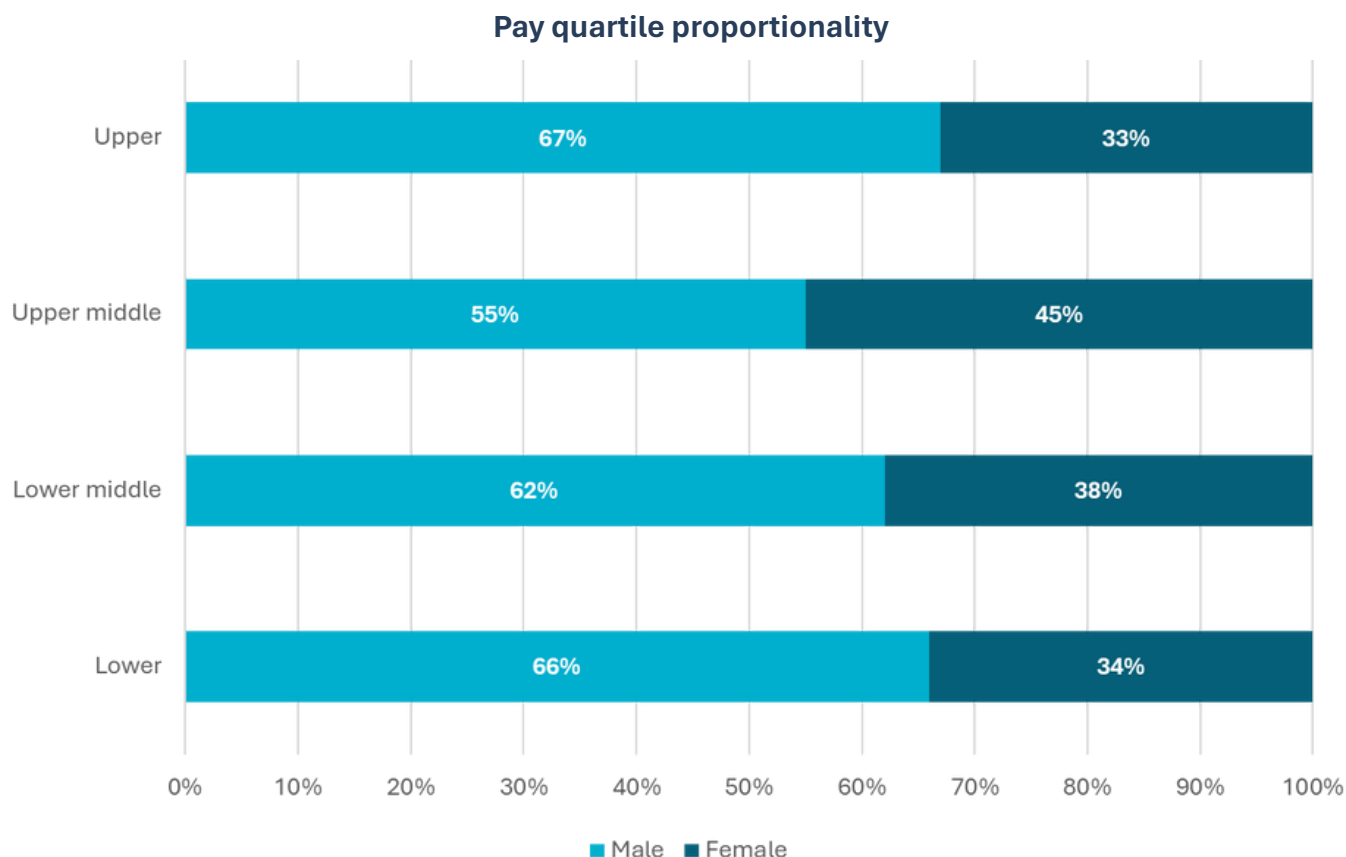
## What this data relates to

To evaluate gender distribution across pay levels, employees are ranked by hourly pay and divided into four quartiles: upper, upper middle, lower middle, and lower. Each quartile comprises 25% of the workforce, providing a structured view of how male and female employees are represented across the pay spectrum.

## Commentary

The chart shows men currently make up the larger share of employees in each pay quartile, this is expected as men make up the largest proportion of employees at Technopath Manufacturing Ltd. (62% to 38%). Women are represented relatively evenly across all pay quartiles at Technopath Manufacturing Ltd. The highest proportion of women is the upper middle quartile (45%) and the lowest proportion of women is the upper quartile (33%).

## Our 2025 results (data as of 30 June 2025)



# Hourly pay gap and bonus pay gap

## What this data relates to

The hourly pay gap measures the difference in average hourly earnings between male and female employees, expressed as a percentage of male earnings. It is calculated using both the mean and median hourly pay rates, including overtime and bonus payments.

## Commentary

The data shows that the mean hourly pay gap at Technopath Manufacturing Ltd. is 13.5%, indicating that, on average, men earn more than women. However, the median hourly pay gap is -3.8%, meaning that at the midpoint, women earn slightly more than men. These results are likely related to the relative % of men and women at Technopath Manufacturing Ltd. and the higher number of men within more senior, and higher paid, roles.

For bonuses, the mean bonus gap is 26.6%, reflecting a higher average bonus for men. However, the median bonus gap is -2.4%, indicating that the typical bonus received by women is slightly higher than that received by men.

13.50%

Pay Gap of mean hourly remuneration of all employees

26.60%

Mean Bonus Gap of all employees

-3.80%

Pay Gap of median hourly remuneration of all employees

-2.40%

Median Bonus Gap of all employees

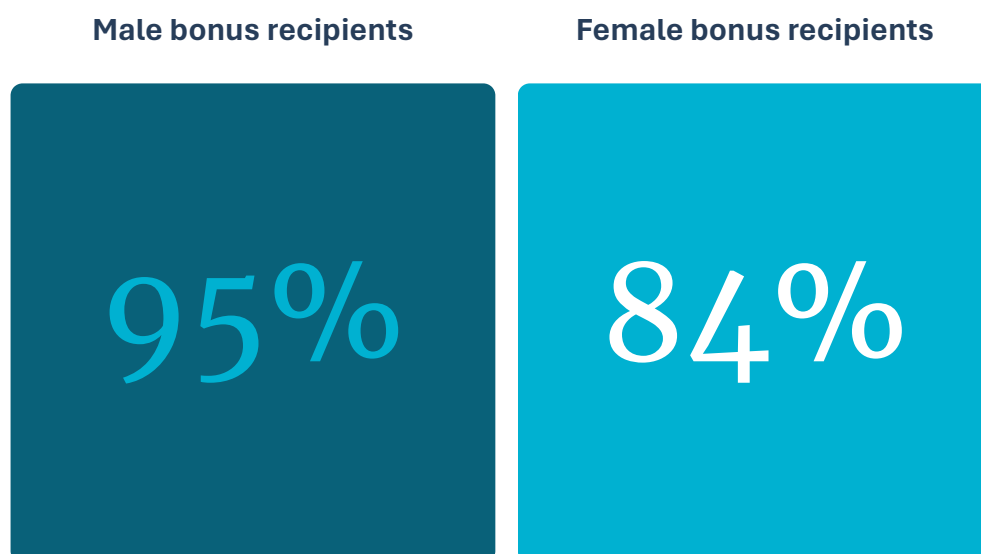
# Proportion of females and male colleagues receiving a bonus

## What this data relates to

The percentage of male and female employees who received a bonus in the twelve-month period prior to 30 June 2025.

## Commentary

The chart shows that a high proportion of both male and female employees at Technopath Manufacturing Ltd. received a bonus in the reporting period. Specifically, 95% of male employees and 84% of female employees were awarded a bonus. It is important to note that the numbers shown are impacted by the timing of new hires and the rules of bonus scheme vs when the data was collected. All non-temporary employees are eligible for bonus.





# BIK recipients

## What this data relates to

The proportion of male and female employees who receive benefits-in-kind, including health insurance. This metric helps illustrate whether access to non-cash benefits is distributed equitably across genders.

## Commentary

Overall, uptake of company VHI (Voluntary health Insurance) is relatively low as previously company VHI was only available to senior leadership, with other employees receiving a payroll contribution that was not classified as a Benefit-in-Kind (BIK). From this year, company VHI is now offered to all employees, so the proportion of staff receiving BIK is expected to increase next year depending on uptake.

Male BIK recipients

36%

Female BIK recipients

27%



Science for a Safer World