



About Zeus

Zeus Industrial Products (Ireland) Ltd. was established in 2006 in Letterkenny, County Donegal, and employs more than 270 people in the manufacturing sector. Its core business is the development and precision extrusion of advanced polymeric materials. Zeus products and services are used by companies in the medical, automotive, aerospace, fibre optics, energy and fluid management markets. It is a subsidiary of Zeus Company LLC, founded in 1966 and headquartered in Orangeburg (South Carolina) USA. The company employs more than 2,200 people worldwide with manufacturing and sales facilities in Aiken, Branchburg, Chattanooga, Columbia, Gaston, Orangeburg, St. Matthews, and San Jose, USA; Guangzhou, China; and Letterkenny, Ireland. For more information, visit www.zeusinc.com.

About This Report

This report shows the gender pay gap data that Zeus Industrial Products (Ireland) Ltd. is required to publish according to The Gender Pay Gap Information Act 2021. This data is based on the snapshot date of 30 June 2025. The gender pay gap report shows the difference between the average earnings of men and women across an organisation. This is not the same as equal pay, which is the difference between the pay of men and women who carry out the same job, similar job, or work of equal value. This report includes data for all employees of Zeus Industrial Products (Ireland) Ltd. across the EMEA region, with the vast majority of employees working in the manufacturing organisation. The mean gender pay gap is 15% which is an increase from 14% in 2024. The Median Gender Pay Gap is 2% and is down from 3% in 2024. The median gender pay gap is the difference between the middle hourly rate of pay for male and female employees. This measure can provide an indication of what a 'typical' situation looks like for example, what most people earn. This compares to Ireland's latest available national gender pay gap of 9.6% (2022) according to the CSO, and an EU average gender pay gap of 13%. (Source: EU Commission statement_24_5806)

Reasons for Gender Pay Gap

Zeus Industrial Products (Ireland) Ltd. was established in 2006 to supply the European market with precision polymer extruded tubing. The company's gender pay gap of 15% is largely influenced by the structure of our workforce. Over 80% of our employees work in production and operations roles, which have historically attracted more men than women. This gender imbalance is consistent across most departments and has remained stable over time.

Our 24-hour production model involves fixed day, evening, and night shifts, with new hires typically starting on night shifts. These roles are more frequently filled by male employees.

Additionally, we have very low turnover at senior levels, where the majority of roles are held by men. No external recruitment has taken place in the 12 months leading up to June 2025, meaning there has been limited opportunity to shift the gender balance through hiring or promotion.

Together, these factors contribute to the current gender pay gap.

OUR RESULTS

PAY GAP

The percentage difference in average hourly pay of female employees, as compared to the average hourly pay of male employees.

	MEAN (average)	MEDIAN (middle)
HOURLY RATE	15%	2%
2024	14%	3%

BONUS PAY

The percentage difference in average bonus pay of female employees, as compared to the average male bonus.

	MEAN (average)	MEDIAN (middle)
BONUS PAY	29%	6%
2024	35%	3%

BONUS PROPORTIONS

Presented as a percentage of the proportion of female and male employees who received a bonus in the prior 12 months.

	FEMALE	MALE
BONUS PROPORTION	100%	100%
2024	97%	93%

BENEFITS IN KIND

Presented as a percentage of the proportion of female and male employees who received benefits in kind in the prior 12 months.

	FEMALE	MALE
BENEFITS IN KIND	4%	3%
2024	4%	3%

TEMP. EMPLOYEE PAY GAP

The percentage difference in average hourly pay of female temporary employees, as compared to male temporary employees.

	MEAN (average)	MEDIAN (middle)
TEMP. EMPLOYEE PAY GAP	0%	0%
2024	0%	0%

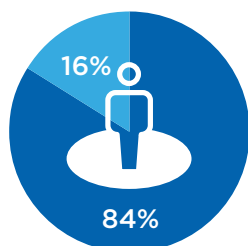
PART TIME EMPLOYEE PAY GAP

The percentage difference in average hourly pay of female part time employees, as compared to male part time employees.

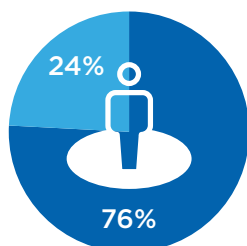
	MEAN (average)	MEDIAN (middle)
PART TIME PAY GAP	100%	100%
2024	0%	0%

PAY QUARTILES

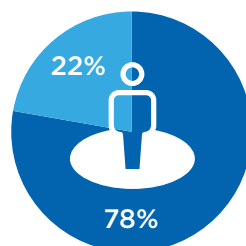
The proportion of males and females in each quartile of the payroll.



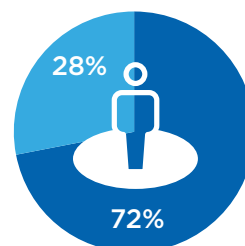
UPPER
PAY QUARTILE



UPPER MIDDLE
PAY QUARTILE



LOWER MIDDLE
PAY QUARTILE



LOWER
PAY QUARTILE

Addressing the Gender Pay Gap

Since coming under new ownership in February 2024, we have renewed our commitment to building a more equitable and inclusive workplace. We believe that fostering diversity—across gender, cultural background, and socio-economic experience—not only reflects our values, but also strengthens our business and our people.

We recognise that our current gender pay gap reflects long-standing structural imbalances in our workforce. While change will take time, we are committed to meaningful, sustained action to support greater gender diversity at all levels of the organisation, particularly in leadership and senior roles.

Our approach is grounded in practical initiatives, including:

- **Building a more gender-diverse leadership team** through intentional succession planning and development opportunities.

- **Embedding inclusive recruitment practices** by ensuring diverse candidate pools and interviewer panels throughout our hiring processes.
- **Promoting flexible, family-friendly working arrangements** through our hybrid working model—supporting both individual needs and business outcomes.
- **Educating and empowering our people with DE&I-focused training** for both managers and team members, aligned with our core values of Excellence, People, Integrity, and Creativity.
- **Staying informed and responsive** by monitoring industry best practices and emerging initiatives to continually improve our approach.

We are committed to long-term progress, and believe that by continuing to prioritise equity and inclusion, we will create a workplace where everyone can thrive—and where the gender pay gap can be meaningfully reduced over time.