

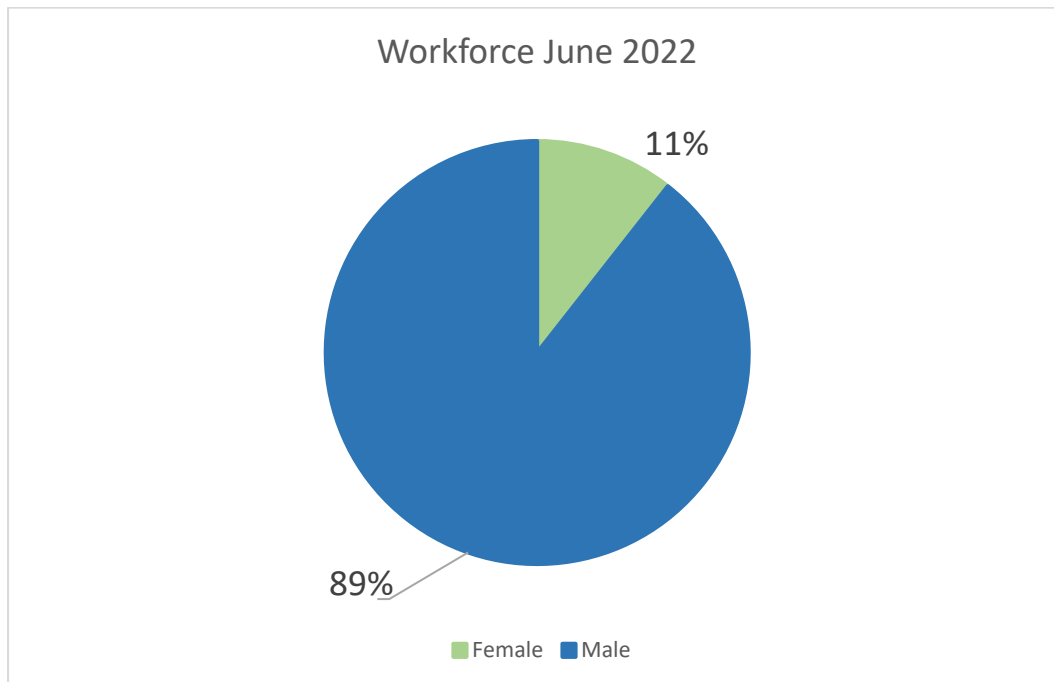
## **Company Introduction**

Combilift operate in the heavy industrial engineering and manufacturing sector. We are a global manufacturer of multi-directional forklifts and an acknowledged leader in long load handling solutions. From our HQ in Co. Monaghan we design, manufacturer and export to 85 countries around the world.

Combilift is an equal opportunity employer and we are dedicated to investing in our most valuable asset, our people. We are committed to providing equal opportunities and equal treatment to all our staff regardless of sex, race, religious beliefs, age, marriage or disability. We provide an environment in which staff have the opportunity to develop their skills and continue to grow within our business. There is a clear policy of paying employees the same for equivalent work, regardless of their sex (or any other characteristic).

Combilift have successfully increased the percentage of the female workforce over the past number of years, but given the nature of the heavy industrial manufacturing sector in which we operate, the number of applicants for roles in operations, technical and senior management has been low. To help raise our profile within the female workforce, over the past two years we have been the main sponsor of Monaghan Ladies GAA and we are set to continue this partnership into the future. We continue to encourage the female workforce to view Combilift as viable option to meet their career goals.

## Workforce June 2022



- **Mean Gender Pay Gap - 9.3%**
- **Mean Gender Pay Gap Excluding Overtime - 6.8%**
- **Median Gender Pay Gap - 6.9%**
- **Median Gender Pay Gap Excluding Overtime - 0.9%**
- **Mean Bonus Pay Gap - 8.7%**
- **Median Bonus Pay Gap - 0%**

- **Percentage of male staff who received a bonus - 98%**
- **Percentage of female staff who received a bonus - 98%**
- **Percentage of male staff who received Benefit-in-kind - 0.3%**
- **Percentage of female staff who received Benefit-in-Kind - 0%**

## Pay Quartiles

