



Gender pay gap results

2024 Ireland

The following charts detail our gender pay gap for our Ireland workforce as of 30 June 2024. The gender pay gap is the difference in the average hourly wage of men and women across a workforce. Legislation in Ireland (The Gender Pay Gap Information Act 2021) requires organisations to report on their hourly gender pay gap across a range of metrics.

Hourly rate gap (all employees)

Mean	% Difference Men / Women	Median
12.3%		6.9%

On average women are paid 12.3% less overall than men in our Irish workforce. We are confident that women and men are largely paid the same for comparable roles. The overall difference in average earnings identified in this disclosure is due primarily to the underrepresentation of women in senior leadership roles. Higher paying jobs are predominantly found in the upper quartile, where there is a higher proportion of men compared to women (65.4% versus 34.6%).

Hourly remuneration includes items such as base pay, overtime payments, shift premium, sick pay, development assignment, on call payments and bonus payments. We understand the importance of continued focus on initiatives that will drive improvement in our hourly rate gap into the future.

Bonus gap

Mean	% Difference Men / Women	Median
22.2%		10.1%

The average bonus gap between men and women is 22.2% overall. As noted above, this is largely driven by the underrepresentation of women in senior leadership roles; more men are in senior positions which attract higher performance bonuses and stock awards. Bonus pay includes items such as our performance bonus plans, recognition awards, employee referral bonuses and performance-related stock awards.



Part-time

Mean	% Difference Men / Women	Median
-5.7%		-5.8%

On average, men who work part-time are paid -5.7% less than part-time women overall. This is because men who work part-time are mostly employed in entry level roles, whereas a larger number of women work part-time across all levels including the more senior roles.

Temporary contracts

Mean	% Difference Men / Women	Median
-2.1%		0%

On average, men on temporary contracts are paid -2.1% less than women on temporary contracts. There is a relatively equal number of either gender on temporary contracts in our production roles; however, the positive pay gap in favour of women is mostly driven by more women being employed on temporary contracts than men in our professional level roles. We are pleased to see that we have achieved pay parity in relation to our median pay gap this year.

Proportion of men and women receiving a bonus

Men	Women
90.6%	89.8%

All our employees are eligible to participate in our performance-based bonus programmes (except those on college internships). 89.8% of women and 90.6% of men received a bonus in the reporting period. Two of the main factors for being ineligible for a bonus during the reporting period were performance and start dates. Employees need to start before 01 November to be eligible for a bonus in that year.

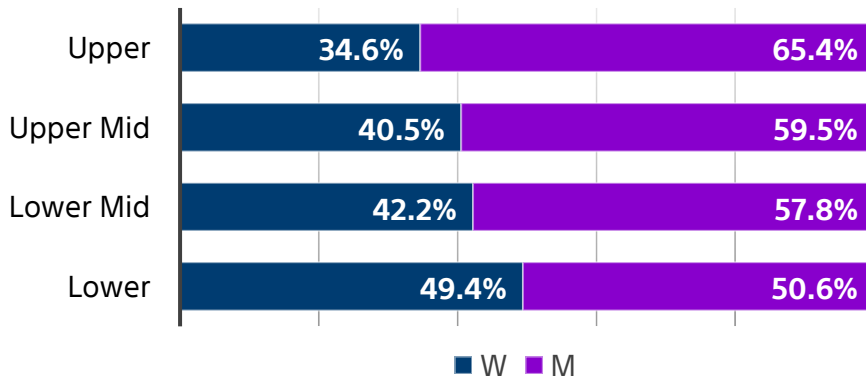


Benefits-in-kind

Men	Women
91.5%	90.7%

90.7% of women and 91.5% of men received benefits-in-kind in the reporting period. Benefits-in-kind included any non-cash benefit of monetary value such as health insurance and employee stock purchase schemes.

Proportion of men and women in each quartile band



The population is divided into four equal parts or 'quartiles', from the lowest paid to the highest paid based on the calculated hourly pay rate. This breakdown of hourly rates by defined quartiles reflects the gender differences in our workforce with a greater proportion of men in higher paid quartiles.