



Gender Pay Gap Report

20 December 2024

Introduction & Overview of Gender Pay Gap

This is our first year reporting our Gender Pay Gap at Comans Beverages Ltd. and we welcome the awareness our first year of reporting brings. As an organisation operating in Ireland with 240 employees, we are committed to transparency and equality in our workplace.

Overview of Gender Pay Gap

The Gender Pay Gap depicts the difference in total average hourly rate of pay between female and male employees. It differs from the concept of Equal Pay which measures the difference between pay for females and males in comparable roles.

The Mean Gender Pay Gap is the percentage difference between the total hourly pay of all male employees divided by the total number of males, and the total hourly pay of all female employees divided by the total number of females.

233 employees, 212 male and 21 female were employed on the report snapshot date, 30 June 2024. 96% of employees are on permanent employment contracts. 96% work in a full-time capacity.

Mean Pay Gap

- Mean Gender Pay Gap: -36.51%
- Mean for Full Time Employees: -32.9%
- Mean for Part Time Employees: -57.9%
- Mean on Permanent Employment Contracts: -42.7%
- Mean on Temporary Employment Contracts: 17%

Note: A minus % result denotes a pay gap that is in favour of females.

34% of male employees earn Commission daily in addition to Pay. Commission falls within the definition of Bonus per the Gender Pay Gap reporting guidelines, hence Commission is recorded within Bonus rather than within Pay.

Median Pay Gap

The Median Gender Pay Gap is the percentage difference between the hourly pay of the middle female and the hourly pay of the middle male population of employees.

- Median Gender Pay Gap: -19.4%
- Median for Full Time Employees: -19.4%
- Median for Part Time Employees: -3.5%
- Median on Permanent Employment Contracts: -18.7%
- Median on Temporary Employment Contracts: 2.8%

Bonus

Bonus = Commission, Performance Bonus, Productivity Bonus, Incentive, Vouchers

- Mean Bonus Gender Gap: -7.7%
- Median Bonus Gender Pay Gap: -68.7%
- Percentage of male employees of the total male population who receive a Bonus: 95%
- Percentage of female employees of the total female population who receive a Bonus: 76%

Benefit in Kind (BIK)

BIK = a non-cash benefit of an estimated monetary benefit provided to employee, for example, provision of company car or voluntary health insurance.

- Percentage of male employees of the total male population who receive BIK: 16%
- Percentage of female employees of the total female population who receive BIK: 21%

Pay Quartiles

Comans Beverages Ltd. have a higher male workforce than female, 91% male versus 9% female.

To group employees into quartile pay bands, employees are ranked based on their hourly remuneration from lowest to highest. The following table shows the distribution of male and female employees across four equally sized pay quartiles:

Quartile	Male	Female	Mean Pay Gap
Upper Quartile	86%	14%	-34.6%
Upper Middle Quartile	86%	14%	-3.3%
Lower Middle Quartile	95%	5%	-2.4%
Lower Quartile	97%	3%	-1.0%

Note: A minus % result denotes a pay gap that is in favour of females.

34% of male employees earn Commission daily in addition to Pay. Commission falls within the definition of Bonus per the Gender Pay Gap reporting guidelines, hence Commission is recorded within Bonus rather than within Pay.

No females earn daily commission simply due to the nature of the role that they hold, hence their total daily Pay earnings are recorded as Pay within the Gender Pay Gap reporting guidelines

Supporting Actions

As this is our first year building awareness on our Gender Pay Gap metrics we are committed to formulating a robust action plan to understand how we can improve over the coming years. The following actions are part of our strategy to address this issue:

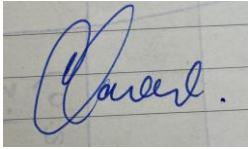
- **Recruitment and Promotion:** Ensuring fair and unbiased recruitment and promotion processes. Traditionally the wholesale and logistics business in Ireland has been male-dominated. Since 2023 two females have been appointed to the Management team (previously an all-male Management team). In addition, 3 females are now working within the middle leadership team.
- **Flexible Working:** Promoting flexible working arrangements to support work-life balance.
- **Training and Development:** Providing Further Education Sponsorship and Training Programs to support career development for all employees.
- **Equality and Diversity Initiatives:** Implementing initiatives to promote an inclusive workplace culture.

Conclusion

At Comans Beverages Ltd. we recognise the importance of addressing the gender pay gap and are committed to taking meaningful steps towards achieving pay equity. We will continue to monitor and review our progress to ensure that we are fostering a fair and equitable environment for all employees.

Declaration

I confirm the information and data reported is accurate as of the snapshot date 30 June 2024, and in line with the Gender Pay Gap Information Act, 2021



Christy Power
Managing Director



Orla Byrne
Head of HR