

## Gender Pay Gap Report

### Introduction

As an organisation operating in Ireland with 248 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.

248 employees, 225 male and 23 female were employed on the report snapshot date, 30 June 2025. 94% of employees are on permanent employment contracts. 96% work in a full-time capacity.

### Mean Pay Gap

- Mean Gender Pay Gap: -30.6%
- Mean for Full Time Employees: -36.9%
- Mean for Part Time Employees: -28%
- Mean on Permanent Employment Contracts: -34%
- Mean on Temporary Employment Contracts: 4.1%

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

33% 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: -19.3%
- Median for Full Time Employees: -19.5%
- Median for Part Time Employees: 14.6%
- Median on Permanent Employment Contracts: -16.7%
- Median on Temporary Employment Contracts: 3.7%

### Bonus

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

- Mean Bonus Gender Gap: 5%
- Median Bonus Gender Pay Gap: 63.9%
- Percentage of male employees of the total male population who receive a Bonus: 92.4%
- Percentage of female employees of the total female population who receive a Bonus: 91.3%

## 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: 14.7%
- Percentage of female employees of the total female population who receive BIK: 17.4%

## 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	85%	15%	-21%
Upper Middle Quartile	85%	15%	-5%
Lower Middle Quartile	97%	3%	-3.2%
Lower Quartile	97%	3%	10.5%

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

33% 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

We are committed to developing a robust action plan to guide how we improve our Gender Pay Gap metrics over the coming years. The following actions form part of our ongoing strategy:

- Recruitment and Promotion: We are focused on ensuring fair and unbiased recruitment and promotion processes. Traditionally, the wholesale and logistics sector in Ireland has been male-dominated. Since 2023, two females have been appointed to the Management Team (previously an all-male team), and four females have joined the middle leadership team.
- Flexible Working: We continue to promote flexible working arrangements to support a healthy work-life balance for all employees.
- Training and Development: We provide Further Education Sponsorship and a range of Training Programmes to support career development and progression.
- Equality and Diversity Initiatives: We continue to implement initiatives that promote an inclusive, respectful, and equitable workplace culture.

## Conclusion

At Comans Beverages Ltd. we recognise the importance of addressing the gender pay gap and are committed to taking meaningful, long-term steps towards achieving pay equity. We will continue to monitor, review, and refine our progress to ensure 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 2025, and in line with the Gender Pay Gap Information Act, 2021



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