

# 2022 Irish GPG disclosure per the Gender Pay Gap Regulations (Gender Pay Gap Information Act 2021)

## C&C Group PLC Overall Metrics

Employees
Relevant Employees

GPG
Mean Hourly Pay
Median Hourly Pay
Mean Hourly Pay (Temp)*
Median Hourly Pay (Temp)*
Mean Hourly Pay (PT)**
Median Hourly Pay (PT)**
Mean Bonus Gap
Median Bonus Gap

% Relevant Employees receiving a bonus
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% Relevant Employees receiving Benefits in Kind
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Pay quartiles
Upper
Upper Middle
Lower Middle
Lower

C&C Group PLC					
2022 Revised Data			2022 Published Data		
Male	Female	Total	Male	Female	Total
444	56	500	450	56	506

  

Male (€)	Female (€)	GPG	GPG	Difference
24.36	25.00	-2.7%	8.8%	-11.5%
20.01	20.85	-4.2%	11.3%	-15.5%
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
13.56	18.42	-35.8%	-44.6%	+8.8%
12.53	10.59	15.4%	4.2%	+11.2%
2,987.45	3,186.92	-6.7%	14.5%	-21.2%
2,140.89	1,988.95	7.1%	0.0%	+7.1%

  

Male	Female	Male	Female	Male Difference	Female Difference
35.6%	32.1%	16.4%	17.9%	+19.2%	+14.2%

  

Male	Female	Male	Female	Male Difference	Female Difference
18.9%	26.8%	18.7%	26.8%	+0.2%	0.0%

  

Male	Female	Male	Female	Male Difference	Female Difference
83.2%	16.8%	85.0%	15.0%	-1.8%	+1.8%
91.2%	8.8%	95.2%	4.8%	-4.0%	+4.0%
91.2%	8.8%	93.7%	6.3%	-2.5%	+2.5%
89.6%	10.4%	81.7%	18.3%	+7.9%	-7.9%

\*Note: the temporary employees are comprised of 34 male employees only. There are no female employees.

\*\*There are 12 part time employees, 7 males and 5 female

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## Bulmers Ltd Metrics

Bulmers Ltd						
2022 Revised Data			2022 Published Data			
Male	Female	Total	Male	Female	Total	
224	20	244	228	20	248	

  

	Male (€)	Female (€)	GPG	GPG	Difference
Mean Hourly Pay	26.67	29.94	-12.3%	-2.4%	-9.9%
Median Hourly Pay	21.11	25.00	-18.4%	-8.3%	-10.1%
Mean Hourly Pay (Temp)*	N/A	N/A	N/A	N/A	N/A
Median Hourly Pay (Temp)*	N/A	N/A	N/A	N/A	N/A
Mean Hourly Pay (PT)**	12.53	33.11	-164.4%	N/A	-164.4%
Median Hourly Pay (PT)**	12.53	33.11	-164.4%	N/A	-164.4%
Mean Bonus Gap***	2,148.35	1,807.68	15.9%	5.8%	+10.1%
Median Bonus Gap***	1,727.55	1,614.28	6.6%	15.4%	-8.8%

  

	Male	Female	Male	Female	Male Difference	Female Difference
% Relevant Employees receiving a bonus	29.9%	40.0%	7.0%	10.0%	+22.9%	+30.0%

  

	Male	Female	Male	Female	Male Difference	Female Difference
% Relevant Employees receiving Benefits in Kind	7.6%	30.0%	7.0%	30.0%	+0.6%	0.0%

  

	Male	Female	Male	Female	Male Difference	Female Difference
Upper	86.9%	13.1%	87.1%	12.9%	-0.2%	+0.2%
Upper Middle	95.1%	4.9%	96.8%	3.2%	-1.7%	+1.7%
Lower Middle	90.2%	9.8%	95.2%	4.8%	-5.0%	+5.0%
Lower	95.1%	4.9%	88.7%	11.3%	+6.4%	-6.4%

\*Note: the temporary employees are comprised of 32 male employees only. There are no female employees.

\*\* There are 3 part time employees, 1 males and 2 female

# 2022 Irish GPG disclosure per the Gender Pay Gap Regulations (Gender Pay Gap Information Act 2021)

## M&J Gleeson Co Ltd Metrics

Employees
Relevant Employees

GPG
Mean Hourly Pay
Median Hourly Pay
Mean Hourly Pay (Temp)*
Median Hourly Pay (Temp)*
Mean Hourly Pay (PT)**
Median Hourly Pay (PT)**
Mean Bonus Gap
Median Bonus Gap

% Relevant Employees receiving a bonus
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% Relevant Employees receiving Benefits in Kind
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Pay quartiles
Upper
Upper Middle
Lower Middle
Lower

M&J Gleeson Co Limited					
2022 Revised Data			2022 Published Data		
Male	Female	Total	Male	Female	Total
220	36	256	222	36	258

  

Male (€)	Female (€)	GPG	GPG	Difference
22.01	22.26	-1.2%	11.6%	-12.8%
17.47	19.72	-12.9%	3.9%	-16.8%
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
13.73	8.62	37.3%	14.6%	+22.7%
12.50	10.55	15.6%	15.3%	+0.3%
3,605.25	4,290.31	-19.0%	16.4%	-35.4%
2,397.54	3,663.41	-52.8%	0.0%	-52.8%

  

Male	Female	Male	Female	Male Difference	Female Difference
41.4%	27.8%	26.1%	22.2%	+15.3%	+5.6%

  

Male	Female	Male	Female	Male Difference	Female Difference
30.5%	25.0%	30.6%	25.0%	-0.1%	0.0%

  

Male	Female	Male	Female	Male Difference	Female Difference
79.7%	20.3%	83.1%	16.9%	-3.4%	+3.4%
89.1%	10.9%	93.8%	6.2%	-4.7%	+4.7%
90.6%	9.4%	92.3%	7.7%	-1.7%	+1.1%
84.4%	15.6%	75.0%	25.0%	+9.4%	-9.4%

Note: the temporary employees are comprised of 2 male employees only. There are no female employees.

\*\*There are 9 part time employees, 6 male and 3 female