



Gender Pay Report Lir

1 June 2023



Welcome to our Gender Pay Gap Report – 1 June 2023



All large UK and ROI companies employing 250 people, or more are required to report the following gender pay gap figures:

- Gender pay gap for perm, part time and temporary employees (mean and median figures)
- Gender bonus gap (mean and median figures)
- Proportion of men and women in each quartile of the organisation's pay structure
- Proportion of men and women receiving bonuses
- Executive pay ratio reporting - as at the snapshot date Lir did not employ a CEO
- Percentage of men and women who receive a benefit in kind

It is important to note the ROI requires a June date for reporting. Our data illustrates our mean and median overall gender pay gap, as at the snapshot data of 1 June 2023 for reporting purposes on 1 December 2023.

Whilst Lir does not have the sufficient headcount to report, we recognise the importance of being transparent about gender pay and feel it is important, we compile the report for all our UK&I businesses within the Market Unit. By reporting, progress will be made in bridging any pay gap that exists. We fully recognise our obligations to promote gender equality and we strive to achieve fairness and equality in the workplace. This is our second year of reporting for Lir.

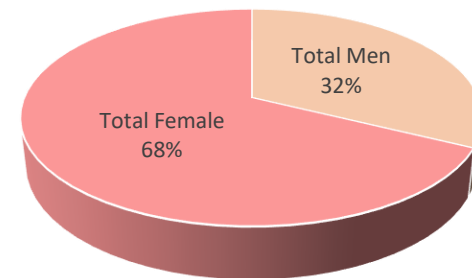
Lir consists of two manufacturing sites in Naven, County Meath, Ireland and is a part of the Zertus UK&I Snacking and Chocolate Market Unit.

The Office of National Statistics reports that nationally the UK gender pay gap among all UK employees decreased to 14.9% in 2022 from 15.4% in 2021 and down from 17.4% in 2019. The central statistics office figures show that GPG in Ireland for 2022 was 9.6%.

Since last reporting we have continued working towards delivering the Market Unit people strategy with focus on recruitment, development and reward & recognition for all colleagues, regardless of gender. We are commitment to equality, diversity and inclusion within our workforce and strive to demonstrate this in our gender pay.

Within Lir, at the time of reporting, there were more females than males working within the business. We are focused on enabling a balanced split of males and females within the business and providing opportunities that promote gender parity.

Overall Gender Mix



Understanding Our Data - 1 June 2023



Our data illustrates our mean and median overall gender pay gap, as at the snapshot data of 1st June 2023.

	Apr 21	Apr 22	Jun 23
Difference in Mean Pay	2.3%	2.5%	1%
Difference in Median Pay	2.8%	1.8%	1.3%
Part Time Mean	n/a	n/a	23.2%
Part Time Median	n/a	n/a	21.3%
Temporary Mean	n/a	n/a	11.3%
Temporary Median	n/a	n/a	10.5%

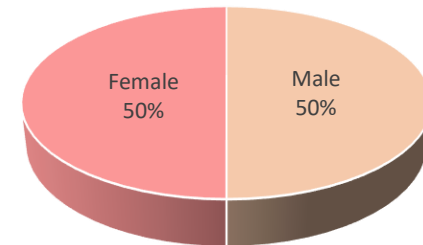
Our mean pay gap is 1% and has decreased by 1.5% since 2022.

Our median pay gap is 1.3% and has reduced by 0.5% since 2022.

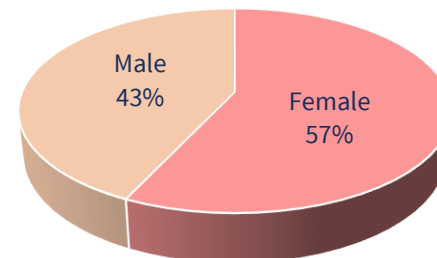
The on-site executive team consists of 1 male and 1 female.

During 2020 the business moved to a group executive team. In 2023 this consisted of 57% female and 43% male. This is not represented in the Lir data.

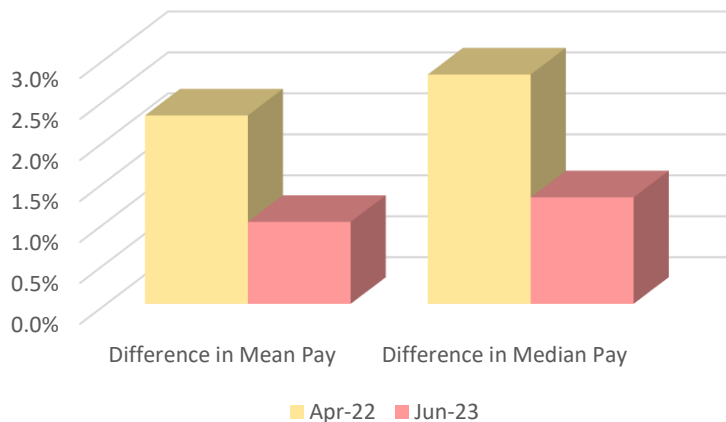
On-Site Executive Team



Group Executive Team



Mean/Median Pay



Understanding Our Bonus Payments - 1 June 2023



Gender % of colleagues who received a bonus:



Difference in Bonus Pay - Mean:	20%	↓	24%
Difference in Bonus Pay - Median:	3 %	↑	3%

The % of the workforce who received a bonus in 2023 was 16.6%.

The average bonus payment for females was 20% less than males however the median was 3% higher.

Benefit in Kind - Male:	0%
Benefit in Kind - Female:	0.9%

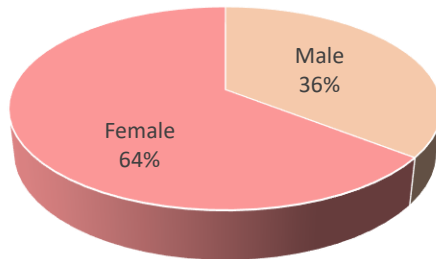
Our Data - June 2023



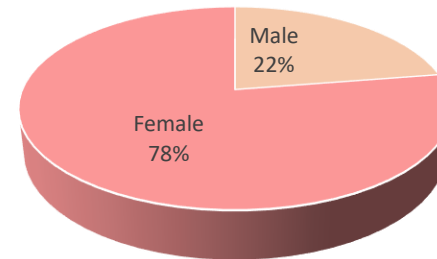
We aspire to a gender balanced workforce. The overall gender mix of our business is 32% Male and 68% Female. This is an decrease by 3% in females in the business. When understanding this report, it is useful to understand the split between our Salaried and Factory Workforce:

Salaried/Professional/Executive	22.5% Male and 77.5% Female	40 Employees
Factory Based teams	35.5% Male and 64.5% Female	121 Employees

Factory Roles (Hourly)



Professional Roles (Salary)



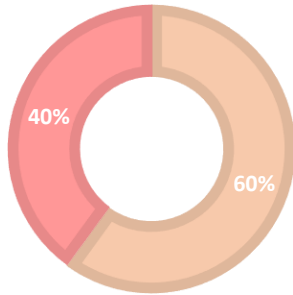
We operate flexible working that does not hinder female employees in their career or personal development. During 2022/2023, we provided flexible working opportunities to help our employees return to work follow leave or to continue their careers with us. 2.5% of our workforce currently work under an agreed flexible work agreement of reduced hours (female). 1.3% of our workforce currently work homebased (female). 17% of the workforce follow the hybrid working policy, of which 13% were female.

Quartile Bands - 1 June 2023



UPPER(75 - 100%)

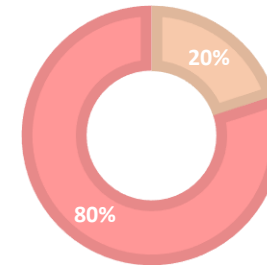
Men% Women%



The number of women in the upper quartile increased by 40% from 2022 reporting

UPPER MIDDLE(50 - 75%)

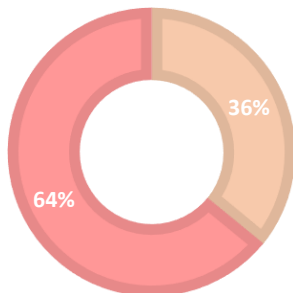
Men% Women%



The number of women in the upper middle quartile has increased by 5% from 2022 reporting

LOWER MIDDLE(25 - 50%)

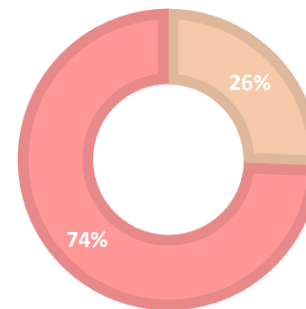
Men% Women%



The number of women in the lower middle quartile has increased by 4% from 2022 reporting

LOWER(0 - 25%)

Men% Women%



The number of women in the lower quartile decreased by 2% from 2022 reporting

Future Initiatives and Commitment



- We remain committed to attracting and retaining talent for our business and ensuring that gender is never a factor in decision making.
- We continue to promote internal recruitment to all our colleagues by sharing the opportunities available within the business to progress and diversify where applicable.
- We will assess candidate suitability equally for roles and how they are scored to ensure fairness across candidates irrelevant of gender. We are committed to using the Government issued guidance 'Reducing the gender pay gap and improving gender equality in organisations: Evidence-based actions for employers', when recruiting, shortlisting and promoting colleagues.
- We are committed to the equality, diversity & inclusion within the workplace and promote this within our workforce through training and raising awareness.
- We remain committed to regularly reviewing and benchmarking our pay rates against local job markets. Ensuring that all colleagues receive fair remuneration for their role, skills and experience, regardless of gender.
- We will continue to review and evolve our reward & recognition schemes to ensure that performance is rewarded for all deserving colleagues.
- We are committed to achieving a work environment that enables all employees to achieve their full potential.
- We are committed to the equality, diversity & inclusion within the workplace and promote this within our workforce.
- We aim to improve workplace flexibility for all employees including hybrid working where possible as we exit the pandemic.
- Through our established values, which include 'Courage' and 'Respect' we recognises that our ethical compass will compel us to do the right thing for ourself, the team and the business to which we will continue to endorse.
- We will continue to make Kinnerton a great place to work for all colleagues.
- I can confirm that this data is accurate.

A handwritten signature in black ink, appearing to read 'P. Tripp', is positioned to the left of the name and title.

Paul Tripp
CEO UK&I