



Gender Pay Gap Report 2023



Gender Pay Gap



This is CPM Irelands second year of publishing it's Gender Pay Gap report and we are proud to announce another positive set of findings for 2022/2023.

We have built on our previous result to reduce our overall pay gap from **-12% to -13%** during the review period.

In addition, we have maintained a gender balanced leadership structure with 43% of our senior managers being female. This ensures that female employees lead the decision making that impacts all of our business decisions.

We continue to face into the challenge of establishing a gender balanced team as a result of successful retention and long service of our largest teams, however we have taken steps to address this such as: conducting a review of our recruitment processes with external consultants; expanding our recruitment training for managers; delivering companywide bias training; developing relationships with external agencies such as the Open Door Initiative to expand our access to candidates from diverse backgrounds; promoting diversity support structures (Employee Resource Groups, support policies for Menopause and IVF, and expanding our Mental Health support programs) to shape an inclusive work environment; and, offering benefit package that reflects the needs of our team members with enhanced supports such as paid Maternity, Paternity and IVF leave.

We also ensure that our remuneration packages are gender neutral by establishing core pay structures in our teams that are metric based and reflect capability and performance.

We will continue in 2024 with an expansion of our diversity activities as well as the redesign of internal people insight supports that will further advise the business of areas of opportunities to continue our diversity journey.

inspirational

influential

human

Recent survey update

Gender Pay Gap - All Staff

Mean Gender Pay Gap is -13%

Median Gender Pay Gap is 6%

Gender Pay Gap - Hourly Staff

Mean Gender Pay Gap is 0%

Median Gender Pay Gap is 0%

Proportion of Employees Receiving Bonus

Female Employee 62%

Male Employees 70%

Proportion of Employees Receiving BIK

Female Employee 21%

Male Employees 74%

Gender Pay Gap Quartiles

	Q1	Q2	Q3	Q4
Male	84%	88%	97%	81%
Female	16%	12%	3%	19%

