

Cup Print Gender Pay Gap Report 2024

Under the Gender Pay Gap Information Act 2021, from June 2024, Cup Print is required to report on its Gender Pay Gap across a range of metrics.

Gender pay gap is the difference in the average hourly pay between men and women across all employees, without any differentiation for factors which influence this such as job, level, length of service, day/night shift work etc.

This analysis takes into account all employees of Cup Print in Ireland, whether their roles are related to Irish operations or not.

The figures included in this report are calculated in line with the statutory regulations.

Hourly Gender Pay Gaps

The values in this table represent the difference in remuneration between men and women as a percentage of the remuneration for men. A positive number means that the pay gap is in favor of men while a negative number means that the pay gap is in favor of women.

	All Employees	Part-Time	On Temporary Contracts
Mean	10,28%	13,55%	-15,66%
Median	-3,86%	37,48%	-30,52%

Bonuses and Benefits in Kind

The number of men that received a bonus payment: **111**

The number of women that received a bonus payment: **30**

Mean bonus gender pay gap (amongst employees with nonzero bonus): **34,13%**

Median bonus gender pay gap (amongst employees with nonzero bonus): **-6,59%**

Proportion of men receiving a bonus payment: **90,24%**

Proportion of women receiving a bonus payment: **93,75%**

The number of men that received benefits in kind: **3**

The number of women that received benefits in kind: **0**

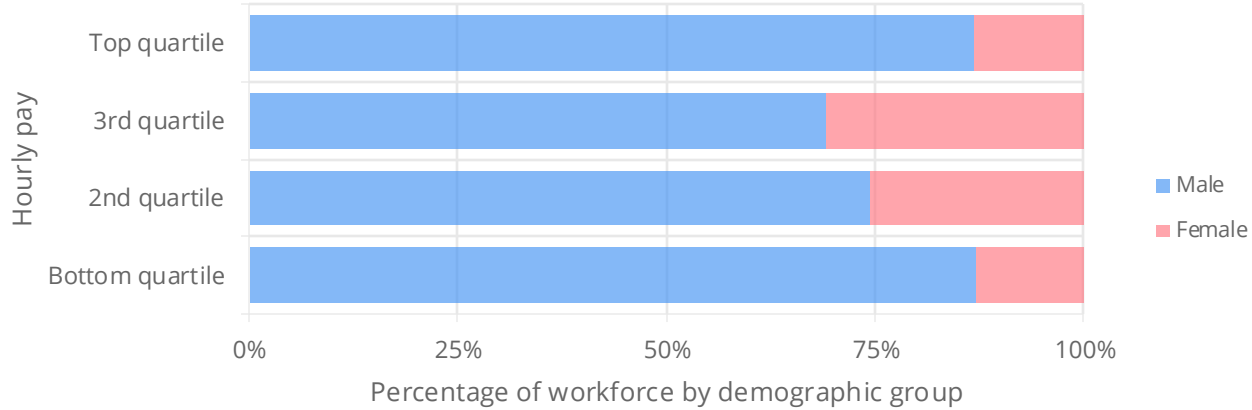
The proportion of men that received benefits in kind: **2,44%**

The proportion of women that received benefits in kind: **0,00%**

The table shows the percentage of men and women who received bonuses and benefits in kind.

	Received a Bonus Payment	Received Benefits in Kind
Men	90,24%	2,44%
Women	93,75%	0,00%

Quartile Pay Bands



Hourly pay	Bottom quartile	2nd quartile	3rd quartile	Top quartile
Headcount by demographic group				
Male	34 (87,18 %)	29 (74,36 %)	27 (69,23 %)	33 (86,84 %)
Female	5 (12,82 %)	10 (25,64 %)	12 (30,77 %)	5 (13,16 %)
All	39 (25,16 %)	39 (25,16 %)	39 (25,16 %)	38 (24,52 %)

Explanations

The pay gaps presented in this report refer to the difference in average or median compensation between men and women, expressed as a percentage of men's compensation. A positive number means that the pay gap is in favor of men while a negative number means that the pay gap is in favor of women.

Hourly Pay shows the difference in total earnings between men and women, on a mean (average) and median (middle-ranking) basis. It includes both hourly paid and salaried employees.

Bonus is the proportion of men and women who received a bonus payment during the reference period

BIK is the % of men and of women who receive a benefit which is taxed as Benefit In Kind.

Temporary / Permanent refers to the type of contract of an employee

Part-time Employees are defined as having a weekly hourly commitment which is less than the standard for their job/area of work.

The Bottom Quartile shows the % of men and % of women paid in the first, lowest quarter of the pay ranges

The Top Quartile shows the % of men and % of women paid in the 4th, highest quarter of the pay ranges

The 2nd and 3rd Quartile show the %s paid in the 2nd and 3rd quarters of pay ranges.

Queries should be referred to the HR Manager at Cup Print.