Coca-Cola Ireland

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Gender Pay Gap Report 2025

Introduction & Regulatory Context

We are pleased that Coca-Cola Ireland's 2025 gender pay gap results reflect a **highly equitable pay environment**. Coca-Cola Ireland is dedicated to ensuring equitable pay for equal work and to building a workplace where every employee has the opportunity to thrive and succeed.

The Gender Pay Gap report is developed in compliance with the Gender Pay Gap Information Act 2021. It shows the difference between the average pay that men and women earn. The gender pay gap is primarily influenced by the representation of men and women across all role types and levels in Coca-Cola Ireland. This includes reporting the mean and median hourly and bonus pay gaps, the proportion of men and women receiving bonuses and benefits-in-kind, and the distribution of men and women across four pay quartiles.

The following report provides Coca-Cola Ireland's 2025 gender pay gap results and explains the factors contributing to them.

Definitions and Methodology

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Objective: Explain how data was collected and analyzed for this report.

Hourly Pay (Mean & Median):
Calculated from the statutory snapshot period in June 2025. The mean hourly pay gap measures the percentage difference between average hourly pay for men and women; the median gap compares the midpoint of all male and female hourly pay.

It’s important to note that **the gender pay gap is not the same as equal pay**. The gender pay gap measures average pay differences across all men and women and reflects representation and role mix. Equal pay, in contrast, assesses whether men and women performing the same or similar work are paid equally.

Bonus Pay (Mean & Median):
Calculated using all bonuses paid during the 12-month period up to June 2025. The mean bonus gap compares average bonus pay between men and women; the median gap compares midpoints.

Bonus and Benefits-in-Kind Participation:
Shows the proportion of men and women who received any bonus or non-cash benefit (e.g., healthcare, company car) during the 12-month period.

Pay Quartiles:
Employees are ranked by hourly pay and divided into four equal groups. The percentage of men and women in each quartile indicates representation at each pay level.

Coca-Cola Ireland maintains **gender-neutral pay structures** and regularly conducts pay benchmarking surveys to ensure equity and consistency.

2025 Results

	Mean	Median
Gender Pay Gap (Hourly Pay)	-3.0%	-22.4%
Gender Pay Gap (Bonus Pay)	-3.9%	-39.3%
Gender Pay Gap (Hourly Pay) Part-time Employees	0.0%	-20.7%
Gender Pay Gap (Hourly Pay) Temporary Employees	-16.4%	1.6%
	Male	**Female**
Received Bonus Percentage	96.8%	94.6%
Benefit in Kind Percentages	98.7%	96.7%
Upper hourly pay quartile	56.5%	43.5%
Upper middle hourly pay quartile	57.0%	43.0%
Lower middle hourly pay quartile	73.0%	27.0%
Lower hourly pay quartile	63.2%	36.8%

Data rounded to one decimal place

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2025 Key Takeaways & Conclusion

Coca-Cola Ireland's 2025 results show a **mean hourly pay gap of –3.0%** and a **median hourly pay gap of –22.4%**, both in favor of women. The **mean bonus gap (-3.9%)** and **median bonus gap (–39.3%)** are attributed to the wide range of roles available across our organization, from manufacturing facilities to office-based operations. High participation rates—**96.8% of men and 94.6% of women**—underscore equal access to performance-based rewards, including benefits in-kind.

Pay quartile data demonstrates **steady female representation across levels**, with women making up **43.5% of the upper quartile**, close to parity. Representation increases from **36.8% in the lower quartile**.

Overall, Coca-Cola Ireland's results **highlight strong gender balance and equitable reward outcomes.**