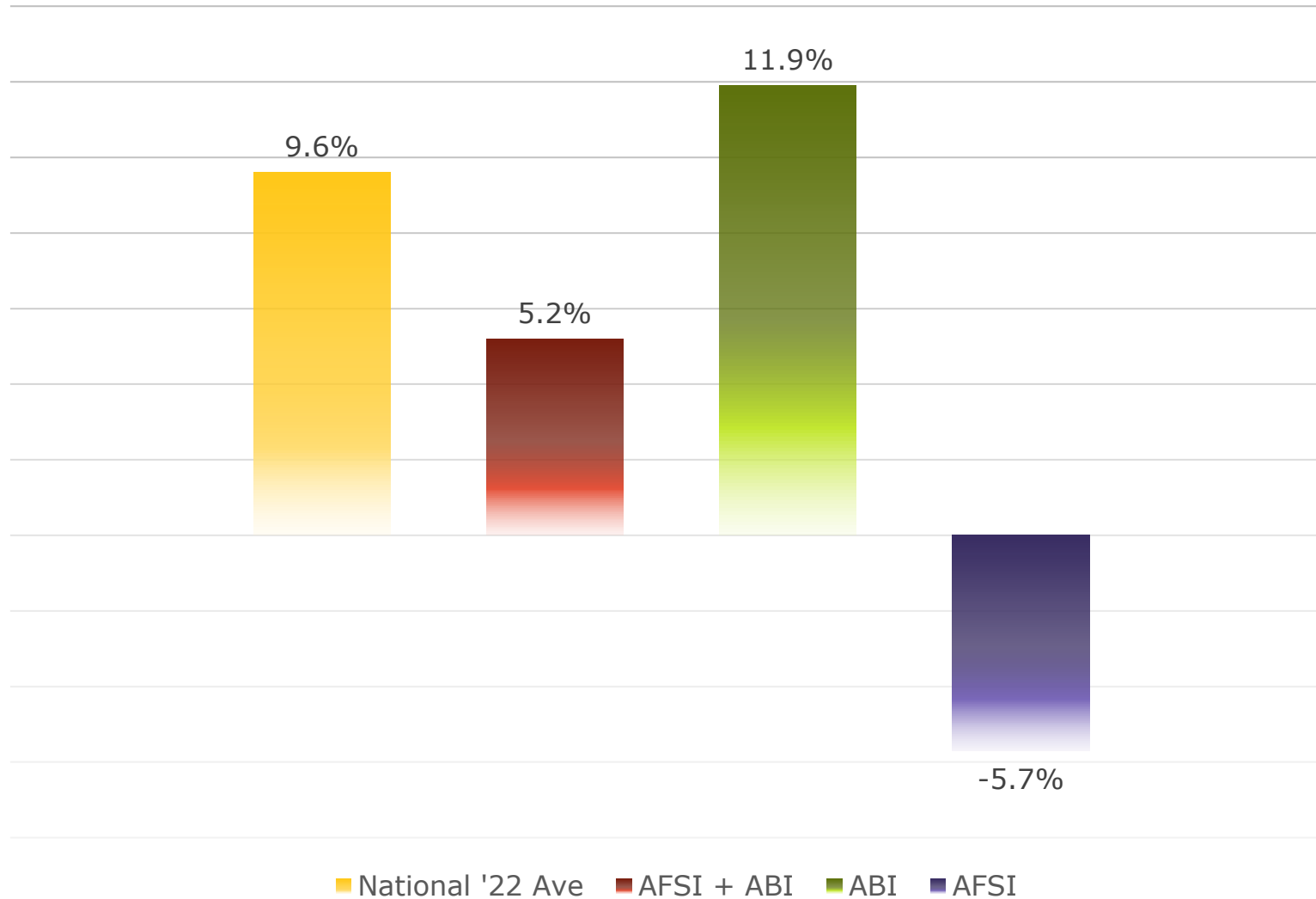




ARYZTA Ireland 2023

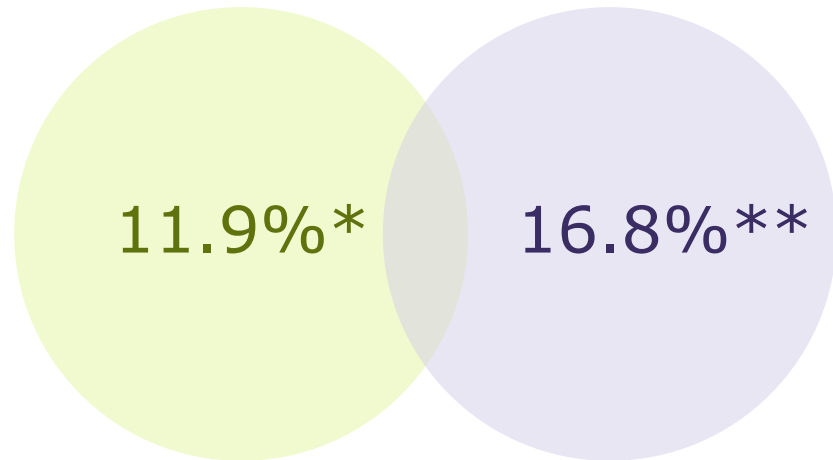
HOW WE COMPARE



***CSO Structure of Earnings Survey 2022**
(reported 18/10/23)
Source: [Gender Pay Gap - CSO - Central Statistics Office](#)

PAY & BONUS (ABI)

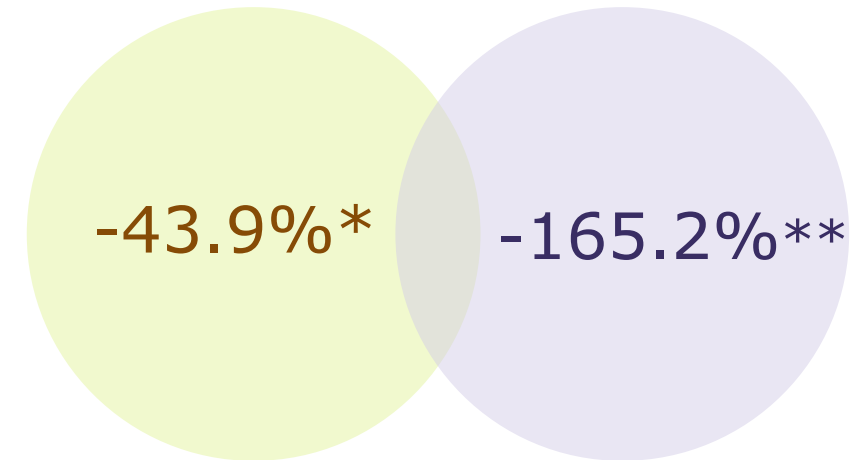
The gender **Pay Gap** for employees in ARYZTA Bakeries Ireland



***Mean Gender Pay Gap:** The difference between the mean hourly pay for men and women from July 2022 to June 2023.

****Median Gender Pay Gap:** The difference between the median hourly pay for men and women from July 2022 to June 2023

The gender **Bonus Gap** for employees in ARYZTA Bakeries Ireland

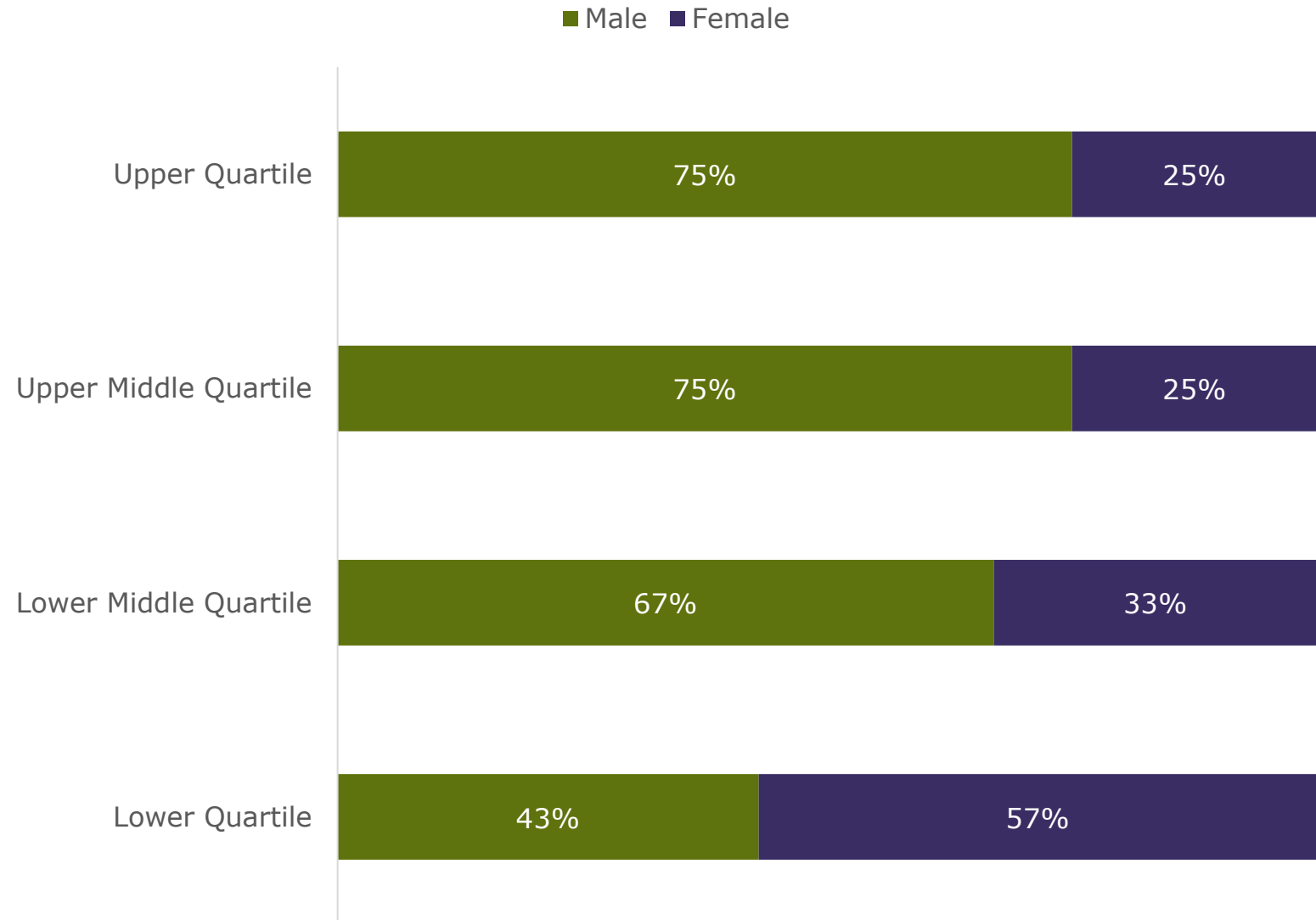


***Mean Gender Bonus Gap:** The difference between the mean bonus pay paid to men and women from July 2022 to June 2023.

****Median Gender Bonus Gap:** The difference between the median bonus pay paid to men and women from July 2022 to June 2023

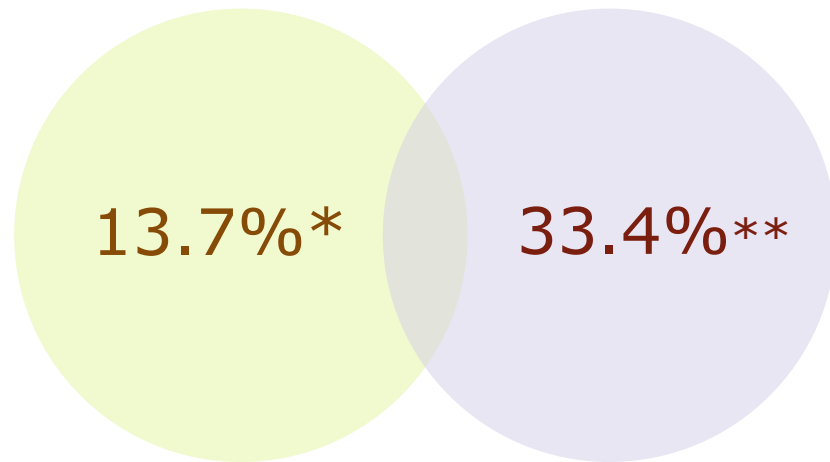
SALARY QUANTILES (ABI)

How our workforce is organised into evenly-sized quartiles based on ranking employees from highest to lowest by hourly rate of pay.



PAY GAP FOR PART TIME & TEMP EMPLOYEES EMPLOYEES

The gender Pay Gap for **part-time** employees in ARYZTA Bakeries Ireland



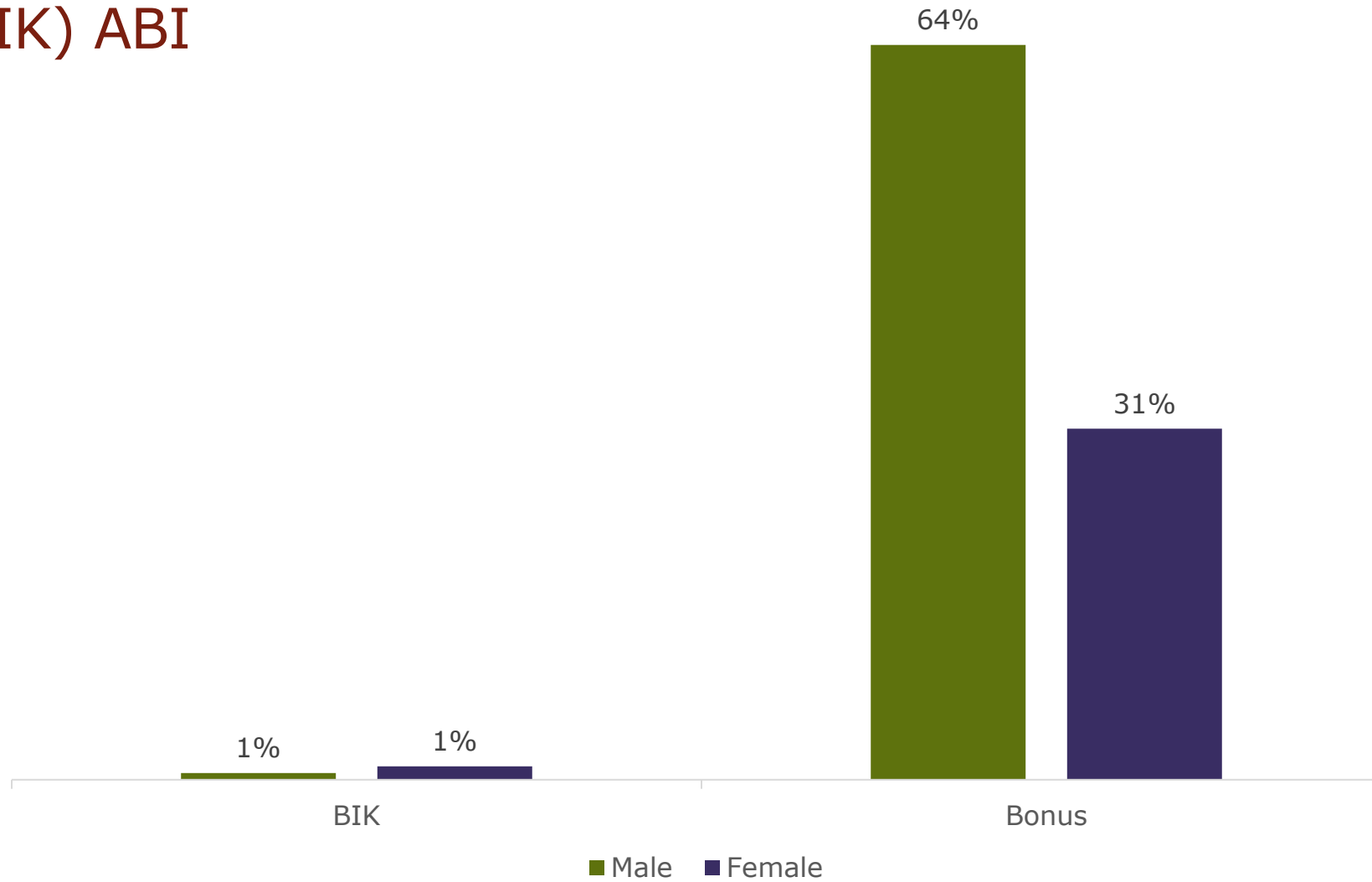
***Mean Gender Pay Gap:** The difference between the mean hourly pay for men and women from July 2022 to June 2023.

****Median Gender Pay Gap:** The difference between the median hourly pay for men and women from July 2022 to June 2023

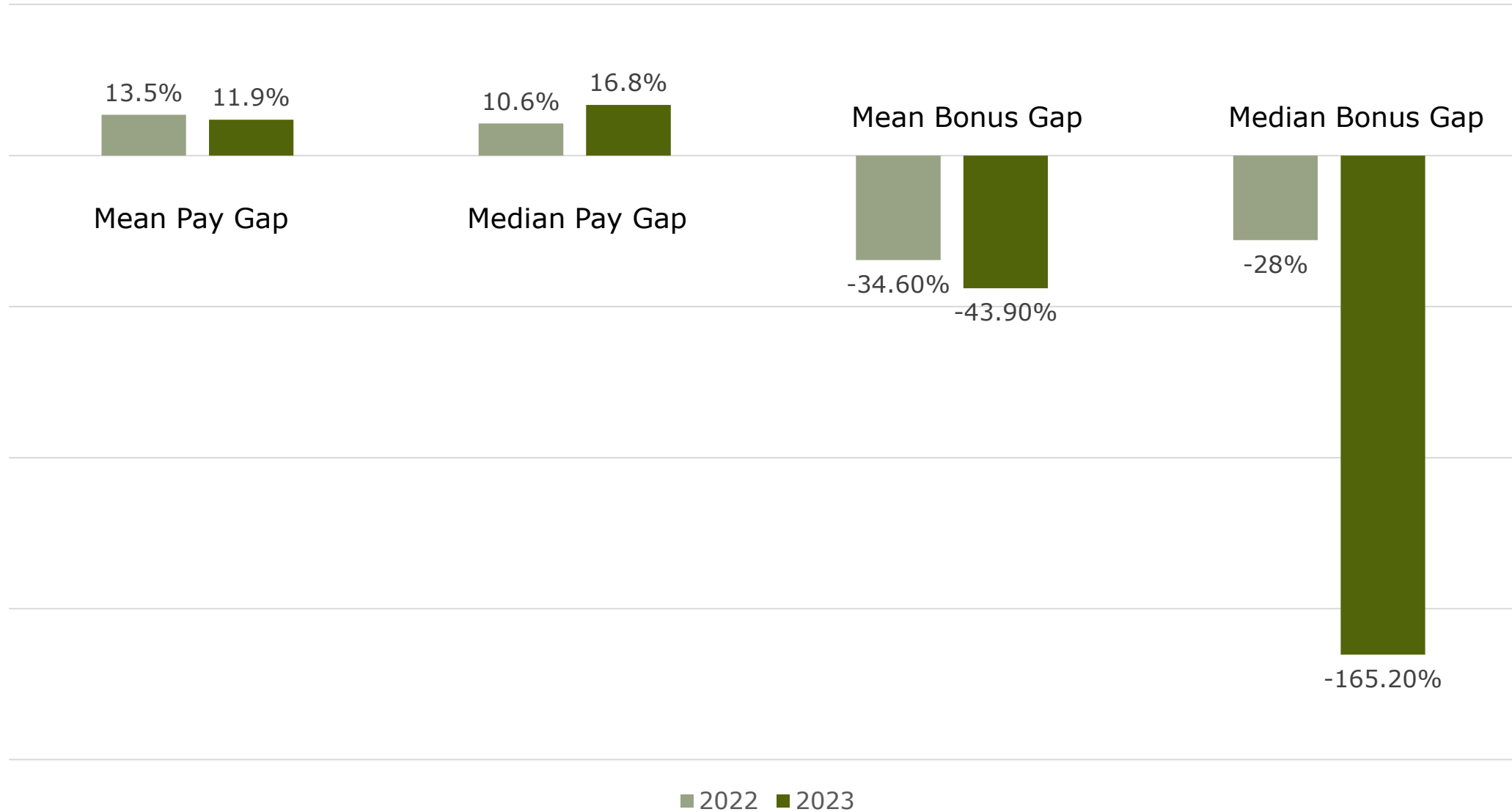
The gender Pay Gap for **temp** employees in ARYZTA Bakeries Ireland:

Not calculable due to just one temp employee in ABI.

PROPORTION OF WORKERS PAID BONUS AND BENEFIT IN KIND (BIK) ABI

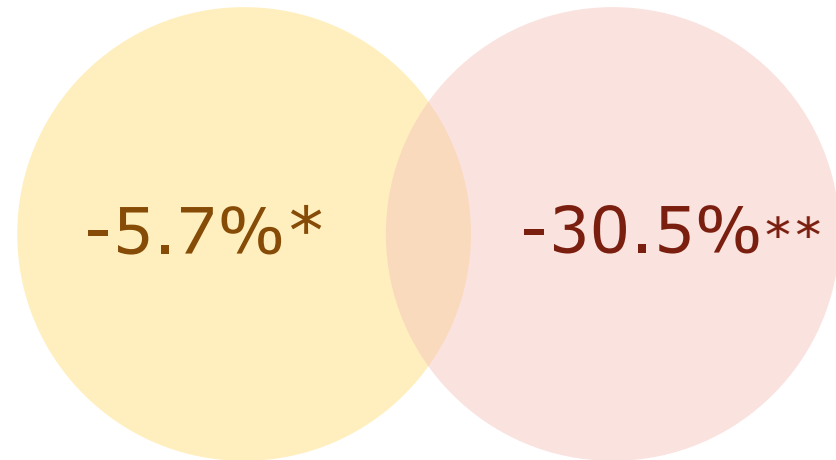


PAY AND BONUS GAPS ABI: 2022 - 2023



PAY & BONUS (AFSI)

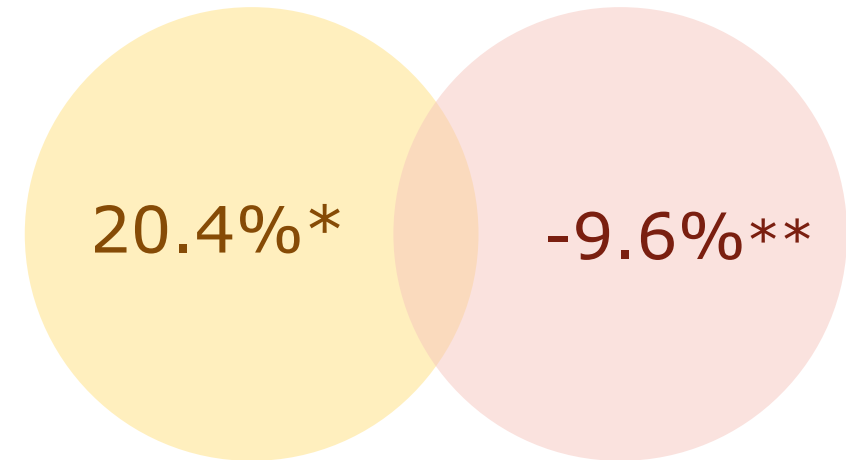
The gender **Pay Gap** for employees in ARYZTA Food Solutions Ireland



***Mean Gender Pay Gap:** The difference between the mean hourly pay for men and women from July 2022 to June 2023.

****Median Gender Pay Gap:** The difference between the median hourly pay for men and women from July 2022 to June 2023

The gender **Bonus Gap** for employees in ARYZTA Food Solutions Ireland

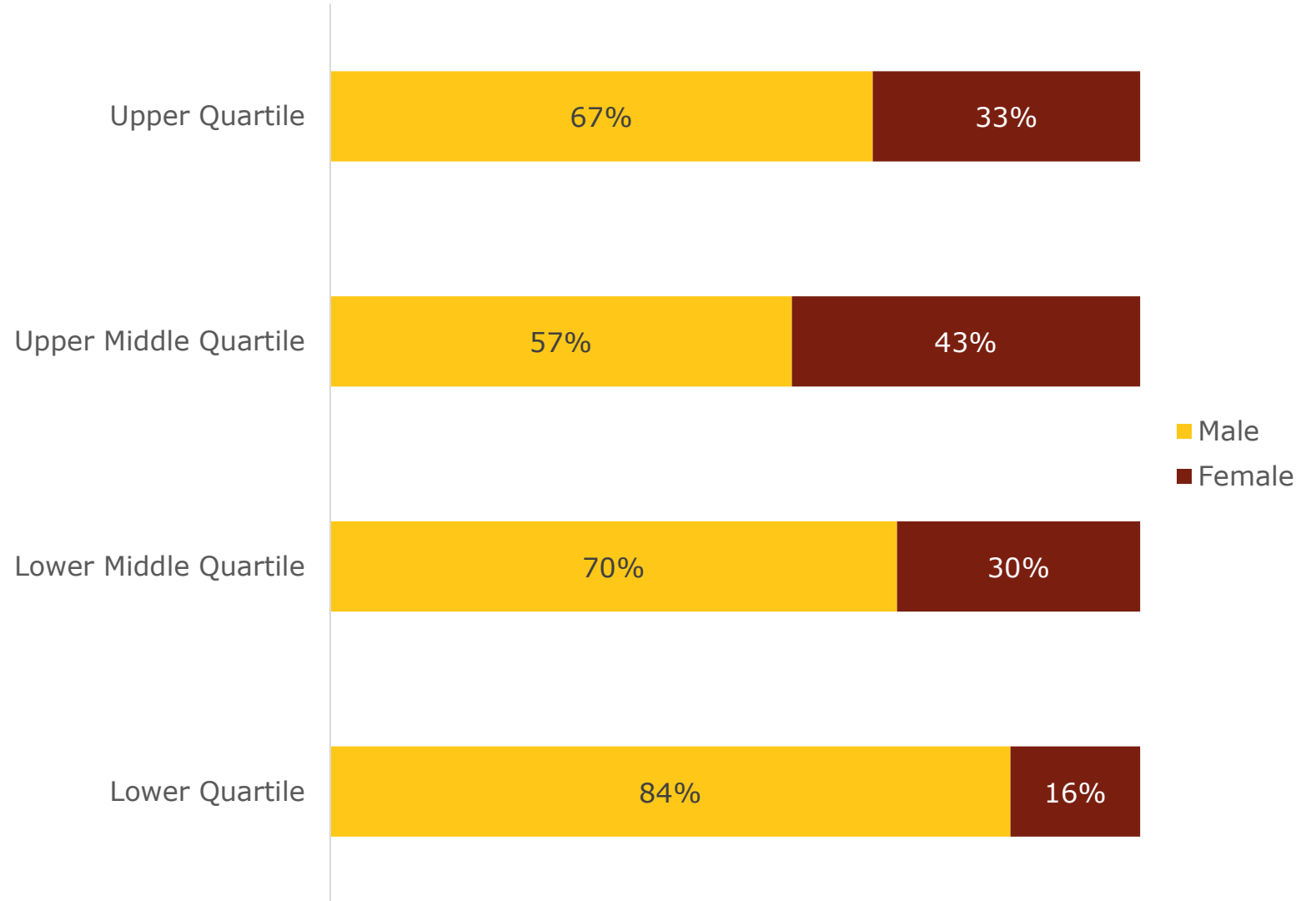


***Mean Gender Bonus Gap:** The difference between the mean bonus pay paid to men and women from July 2022 to June 2023.

****Median Gender Bonus Gap:** The difference between the median bonus pay paid to men and women from July 2022 to June 2023

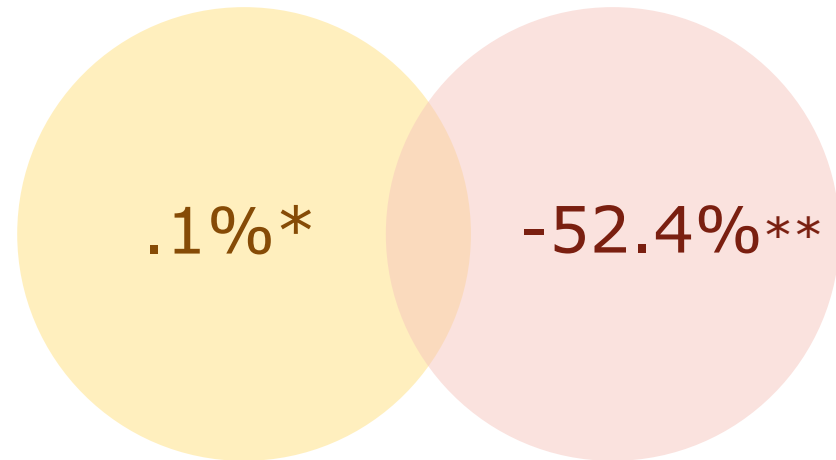
SALARY QUANTILES AFSI

How our workforce is organised into evenly-sized quartiles based on ranking employees from highest to lowest by hourly rate of pay.



PAY GAP FOR PART TIME EMPLOYEES (AFSI)

The gender Pay Gap for **part-time** employees in ARYZTA Food Solutions Ireland:



***Mean Gender Pay Gap:** The difference between the mean hourly pay for men and women from July 2022 to June 2023.

****Median Gender Pay Gap:** The difference between the median hourly pay for men and women from July 2022 to June 2023

The gender Pay Gap for **temp** employees in ARYZTA Food Solutions Ireland:

Not calculable due to just one temp employee in AFSI.

PROPORTIONS PAID BONUS AND BENEFIT IN KIND (BIK) AFSI

