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# GENDER PAY GAP

Connmike Ltd



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# GENDER PAY GAP REPORT

Conmike Ltd is an equal-opportunity employer. We are committed to creating a positive, inclusive, and diverse workplace for all employees.

The Gender Pay Gap compares the average hourly pay of all women and all men across our organisation. We report the mean and median differences, alongside bonus and benefits participation, in line with Irish gender pay gap reporting requirements. These results represent employees in Ireland only.

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# OUR GENDER PAY GAP RESULTS.

- **Females 35% • Males 65%**
  - **Headline Results (All Employees)**
  - Mean Gender Pay Gap: -22.24%
  - Median Gender Pay Gap: -5.37%
  - **Temporary and Part-time Employees**
  - Mean Gender Pay Gap: 14.01%
  - Median Gender Pay Gap: 6.57%
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# BONUS AND BENEFITS IN KIND (BIK)

**Bonus**

**Mean Gender  
Bonus Gap: -  
170.18%**

**Median Gender  
Bonus Gap: -  
5.35%**

**Proportion of  
Female employees  
receiving a  
bonus: 29.55%**

**Proportion of  
Male employees  
receiving a  
bonus: 70.45%**

**Benefits in  
Kind (BIK)**

**Benefits in Kind  
(BIK) 0% Male  
receiving**

**Benefits in Kind  
(BIK) 100%  
Women  
receiving**

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# PAY QUARTILES

- The below shows the percentage of all employees who fall into each pay quartile, split by gender:
  - **Lower Quartile** — Female **46.67%**, Male **53.33%**
  - **Lower Middle Quartile** — Female **13.33%**, Male **86.67%**
  - **Upper Middle Quartile** — Female **26.67%**, Male **73.33%**
  - **Upper Quartile** — Female **53.33%**, Male **46.67%**
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# OUR COMMITMENT TO FAIRNESS AND INCLUSION

WE CONTINUE TO TAKE  
MEANINGFUL STEPS TO  
PROMOTE A FAIR AND  
INCLUSIVE  
WORKPLACE.

## **Inclusive Career Pathways:**

We offer accessible training and development opportunities to support all employees in their professional growth, regardless of gender.

## **Balanced Representation:**

We promote gender balance across all roles and departments, ensuring equal access to opportunities and recognition throughout the organisation.

## **Flexible Working Options:**

We support flexible working arrangements to help employees balance their professional and personal responsibilities.

## **Bias-Free Recruitment:**

Our recruitment practices are designed to be free from bias and promote equal opportunity.

## **Ongoing Monitoring:**

We regularly review pay structures and workforce data to identify trends and take action where needed.

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