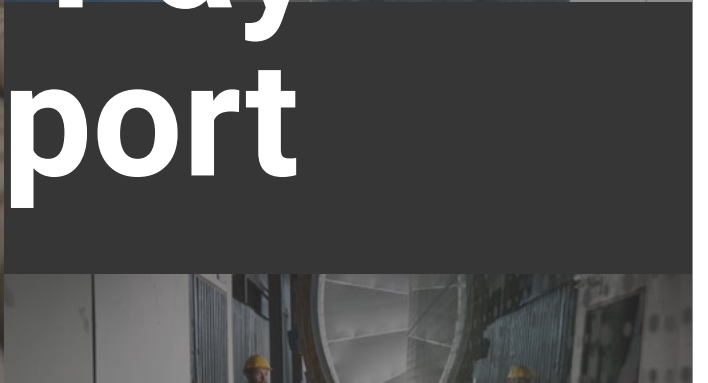


Gender Pay Gap Report



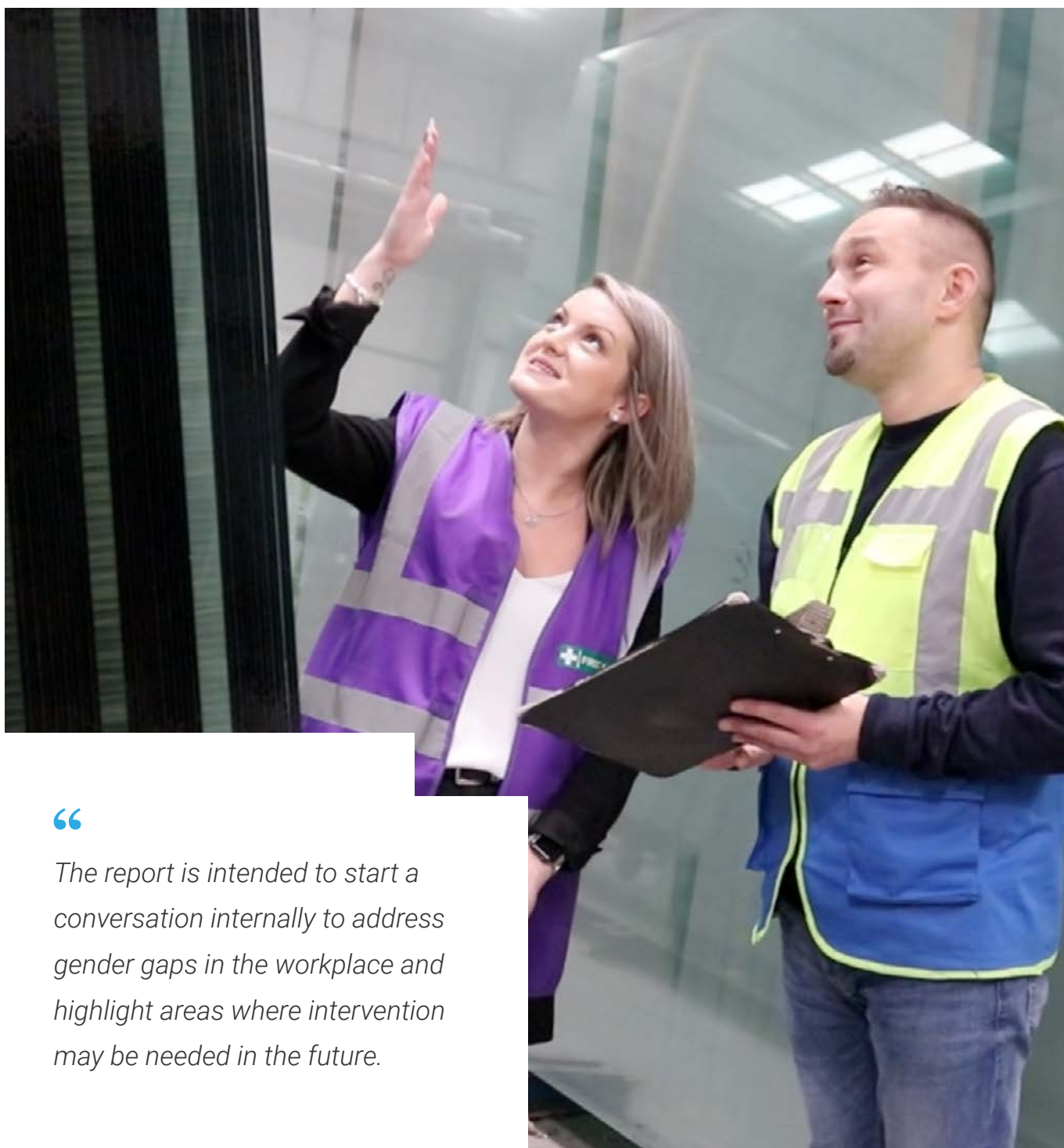


Carey Glass is a manufacturer of safe, energy efficient high-quality glass solutions for both high end commercial and domestic clients throughout Ireland, The UK and North America. The Company was founded in 1965 and operates 3 processing plants across Ireland and the UK.

All products are manufactured in-house to the highest quality standards, the company continually invest in the latest machinery, regularly and thoroughly test processes and maintain standards of quality that exceed all industry standards. Our team are highly experienced within the glass industry and have amassed a wealth of knowledge and industry experience to support clients in delivering projects everyone can be proud of.

As an employer of more than 250 employees we are required by legislation to publish a Gender Pay Gap Report in 2022 and each year going forward. The results of this report will be considered by Senior Management and kept in mind when making relevant operational decisions in future. The report is intended to start a conversation internally to address gender gaps in the workplace and highlight areas where intervention may be needed in the future.

As a simplistic description, the gender pay gap outlines the difference in the average hourly wage of all men and women in our company. It is not reflecting equal pay for the same work or flexibility of role or work patterns. It's results will depend on the distribution of gender throughout each layer of our business. Given the industry we work in, and the nature of the roles within our business, the majority of our employees are male (82%).



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Our Organisation's Gender Pay Gap Report

	M	F	
Quartiles	Q1	72%	28% lower
	Q2	80%	20%
	Q3	94%	6%
	Q4	82%	18% upper
Bonus	88%	77%	
Benefit in Kind (BIK)	4%	8%	
Mean hourly pay gap (all employees) (For every €1 a man earns, a woman can expect to earn 99.31c)			26.62%
Median hourly remuneration			7.21%
Mean bonus remuneration pay gap for every €1 a man earns in bonus, a female can expect to earn 63.1c)			-8.00%
Median bonus remuneration pay gap			24.79%
Gender Split	M	F	
	82%	18%	



What steps are we taking to reduce the gap?

Carey Glass is an equal opportunities employer. We will continue to monitor our performance in this area and seek to make improvements where necessary. While running recruitment campaigns we are always conscious of attracting more female operatives, however, given the industry in which we operate and the nature of the roles within that industry the majority of applications which we receive are from males.

We will compare our results to similar organisations and benchmark ourselves against the most progressive of industry leaders. We

are confident as each annual report is produced it will show we are being proactive and taking reasonable and appropriate steps to ensure our business continues to offer fair opportunities, not just to all genders but to all employees across the spectrum of the jobs market.

While the nature of our business has impacted the data we have collected, this is our starting point and we are committed to reviewing our female participation in the workforce on an ongoing basis. Awareness is important in taking the first step in reducing the gender pay gap.

