
DONOHUE DRINKS LTD

GENDER PAY GAP REPORT
2025



INTRODUCTION



In line with the Irish Government's Gender Pay Gap Information Act 2021, Donohoe Drinks is pleased to share our Gender Pay Gap Report for 2025 .

At Donohoe Drinks, we are committed to fostering a workplace where everyone has the opportunity to thrive and reach their full potential.

We aim to cultivate an environment where every team member feels valued, supported, and empowered to grow with us. The transparency required by the Irish Government in publishing gender pay gap data reinforces our dedication to monitoring and improving diversity and inclusion, as well as advancing the representation and progression of women across our organisation.

This report reflects our gender pay gap data as of June 30th, 2025, and demonstrates our commitment to ensuring equality and opportunity for all employees at Donohoe Drinks

WHAT IS A GENDER PAY GAP?

The gender pay gap measures the difference in average hourly pay between men and women across a workforce. It is important to distinguish this from equal pay, which ensures men and women receive equal pay for performing the same job or work of equal value.

This report analyses our gender pay gap to provide valuable insights into overall pay disparity, highlighting areas for improvement and drive meaningful change into the future.



OVERVIEW OF DONOHOE DRINKS GENDER PAY GAP

This report analyses data from 55 employees that were employed by Donohoe Drinks on 30th June 2025, comprising of 41 men and 14 women. Donohoe Drinks has no part-time employees. It contains the following metrics:

Mean Hourly Pay Gap: The difference between the average hourly rate of pay for men and women expressed as a percentage.

Median Hourly Pay Gap: The difference in hourly pay between the middle earning woman and the middle earning man expressed as a percentage. This helps to control the impact of extremely high or low earners.

Percentage of Employees Receiving a Bonus: The percentage of men and women who received a bonus during the reporting period.

Mean and Median Bonus Pay Gap: The average mean and median bonus pay gap between male and female employees.

Percentage of Employees Receiving Benefits in Kind (BIK): The proportion of men and women who receive non-cash benefits such as company cars, and health insurance.

Pay Quartiles: The workforce is divided into four equal groups based on their hourly pay from lowest to highest. This helps analyse the distribution of men and women across different pay levels

KEY FINDINGS

Metric	Mean	Median
Hourly Pay Gap - All	-3.22%	0%
Hourly Pay Gap- Part Time	N/A	N/A
Bonus Gap	-100%	-100%

BONUS AND BENEFIT IN KIND DISTRIBUTION

Metric	Female	Male
Percentage of Employees in Receipt of a Bonus	0%	2.5%
Percentage of Employees receiving BIK	50%	44%



NUMBER OF MALES AND FEMALES BY PAY QUARTILE

Metric	Male	Female
Lower	75%	25%
Lower Middle	80%	20%
Upper Middle	60%	40%
Upper	78%	22%

PAY GAP QUARTILES

Metric	Mean	Median
Lower	0%	0%
Lower Middle	0%	0%
Upper Middle	-5%	-7%
Upper	10%	3.6%



UNDERSTANDING THE DATA

Donohoe Drinks is committed to fairness, transparency, and equality in all aspects of the workplace. This Gender Pay Gap Report sets out our gender representation, pay data, and bonus distribution as of the current reporting period, and outlines the actions we will take to promote greater gender balance and reduce pay disparities.

While our overall pay structure demonstrates areas of progress, there remain opportunities for improvement, particularly regarding bonus participation and female representation across the organisation.

Our Gender Pay Gap results indicate that we do not have a structural pay gap, hourly earnings are broadly equal across genders.

Our bonus Gap relates to the fact that 1.82% of the total employee group is in receipt of a bonus and this bonus is related to role type. Health Insurance, which accounts for almost all Benefit In Kind distribution, is available to all employees and there is slightly greater uptake within the female group.



UNDERSTANDING THE DATA



Women are reasonably represented in the lower and middle quartiles, but this falls in the upper quartile suggesting there are fewer women in senior or higher paid roles.

The findings show that there is no significant gender pay gap in Donohoe Drinks. Female representation is limited in senior roles. The data suggests that structural pay inequality is not embedded in base pay but highlights the need for broader gender representation which is an ongoing challenge within the manufacturing industry.

OUR COMMITMENT TO ACTION

Donohoe Drinks understands the importance of supporting and maintaining a balanced and inclusive workforce. We recognise the valuable contribution of each individual, and we are committed to ensuring all our employees have the same opportunity to grow and succeed. We believe that a diverse and inclusive workforce is essential to our success.

We also acknowledge the challenges our industry faces, along with other manufacturing and supply chain sectors, in attracting women. We are fully committed to closing the gender pay gap, where it is reasonably possible.

We will achieve this by:

- Strengthening Recruitment and Hiring Practices
- Career Development and Progression
- Continuous Pay Structure Review
- Mentorship and Support
- Monitoring and Reporting



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