



BRITVIC

Britvic Ireland Gender Pay Gap Report

December 2025



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We are committed to making Britvic Ireland a more equitable, diverse, and inclusive working environment. While we've made progress, there is still a lot more to do but we remain focused on supporting our colleagues and continue striving to be the leading beverage business in Ireland'

Kevin Donnelly

Managing Director, Britvic Ireland

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A new chapter with the Carlsberg Group

In January 2025, Britvic Ireland proudly became part of the Carlsberg Group. This exciting acquisition marks a new chapter in our journey, reinforcing our commitment to equity, diversity, and inclusion. As part of a global organisation, we are more empowered than ever to drive meaningful change, now aligned with Carlsberg's DE&I strategy, which places gender equity at its core.

Carlsberg is committed to achieving at least 42% gender representation in senior leadership, addressing systemic barriers, and tailoring strategies to local cultural contexts. Its philosophy 'Diversity Builds Us, Equity Strengthens Us, Inclusion Empowers Us' is embedded in its Growth Culture and informs inclusive practices across all markets.

Britvic Ireland contributes to these goals through initiatives such as increasing female leadership, supporting flexible work, focusing on increasing female hiring, and enhancing workplace facilities. These efforts are part of a broader commitment to creating environments where everyone can thrive, supported by flexible leave, inclusive leadership development, and data-driven strategies informed by global benchmarks.

Overview

As of October 2025, Britvic Ireland employs 454 people, with a modest increase in both male and female representation compared to last year. We remain committed to improving gender balance across all levels of the organisation.

This year, our mean hourly pay gap favours women by 3.6%, reflecting progress in equitable pay practices. However, the median hourly pay gap remains at 12.7% in favour of men, highlighting an area for continued focus.

Bonus pay data shows more women received bonuses than men, resulting in gaps that favour women. This is largely due to eligibility differences. We've also seen strong uptake of Benefits in Kind across both genders.

While part-time and temporary roles show higher pay gaps, these are influenced by specific anomalies and workforce composition. Importantly, our factory roles continue to operate under union-agreed pay rates that are equal for men and women.

What we have achieved

Workforce diversity & inclusion initiatives

We continue to build on our inclusive hiring principles, ensuring fairness and equity throughout recruitment and career progression.

As part of our ongoing commitment to equity and inclusion, we are actively partnering with recruitment agencies to ensure greater representation of women throughout the selection process. This includes setting clear expectations around diverse shortlists and embedding inclusive hiring practices at every stage. A key focus has also been the neutralisation of job specifications, removing gendered language and bias to ensure our roles appeal to a broader and more diverse talent pool.

We have increased female representation in the executive leadership team by 17%, with 33% of our executive leadership team now female. Currently, 29.7% of senior leaders in Britvic Ireland are women, working towards Carlsberg's goal of 42% female representation in leadership.

We are proud to say our Be-Empowered network continues to thrive, providing platforms for women to succeed through mentoring, secondments, and leadership development opportunities. International Women's Day remains a key event in our calendar, and this year was especially meaningful. We heard inspiring stories from long-serving female colleagues and new female operators in Newcastle West, sharing their positive experiences starting careers in our Ballygowan factory.

Regular events are organised to celebrate and inspire our female employees, offering them opportunities for growth and networking. Our female talent also attends development events through forums such as the Executive Women's Gathering and Today's Women in Grocery, fostering visibility, inspiration, and career advancement.

Flexible working and employee feedback

Through our 'Working Well' policy, we support hybrid and flexible working arrangements. In our factories, annual time contracts have enabled more women to join operator roles.

In general, more women avail of flexible working options, part-time roles, or parental leave, enabling better work-life balance and career continuity. These policies reflect our emphasis on life-stage diversity and inclusive workplace practices. We have also focused on menopause education and introduced desk fans for staff experiencing warm spells, promoting health-related inclusion and supporting diverse life experiences.

External recognition

We are proud to share that Britvic Ireland was awarded Gold Member Certification of Origin Green with DE&I called out as one of the categories of exceptional achievement.

Data-driven approach

Our commitment is further evidenced by our comprehensive data reporting on gender pay gaps, bonus pay disparities, and the representation of women in various job quartiles. Professional tables are included to present this data clearly and concisely, illustrating our progress and ongoing commitment to gender equity and diversity.

We continue to monitor and report on gender pay gaps, bonus disparities, and representation across pay quartiles. These insights guide our strategy and ensure transparency in our progress toward equity.

Britvic Ireland remains dedicated to implementing effective practices and policies that support continuous improvement in these areas. We recognise the achievements made so far and are committed to maintaining momentum in our journey towards a more diverse and equitable workplace.

Gender Pay Data Analysis and Conclusions

This marks our fourth year reporting on the gender pay gap in Ireland. While we're encouraged by continued progress, we acknowledge that there is still much work to be done.

In 2023, the difference between our median pay for males and females was relatively small. In 2024, the gap widened due to an increase in female hires into factory roles, where they began on the training grade. This year, we are beginning to see the positive impact of those hires progressing through the pay structure as they gain experience and skills. We expect this trend to continue, gradually narrowing the gap. It's important to note that in our factory roles, rates of pay are union-agreed and equal for men and women.

We remain committed to actively seeking opportunities to advance pay equity between men and women. However, due to the nature of our industry, our current workforce demographics, and low employee turnover, meaningful change will take time.



Legally reporting data

+1%

increase in females compared to last year

+3%

increase in males compared to last year

2025 data

Representation

367

males

87

females

The median and mean pay gap in hourly pay between male and female employees (%)

12.7%

Median

-3.6%

Mean

The mean and median pay gap in hourly pay between part-time male and female employees (%)

24%

Median

43.8%

Mean

The mean and median pay gap in hourly pay between temporary male and female employees (%)

6.9%

Median

14.3%

Mean

The mean and median bonus pay gap between male and female employees (%)

-19.9%

Median

-27.7%

Mean

The percentage of male and female employees who received a bonus (%)

60.8%

of males

75.9%

of females

The percentage of male and female employees who received benefit in kind (%)

81.2%

of males

75.9%

of females

Definitions

We look at both the mean (average) and the median (middle) for pay gap reporting.

The mean gap is the difference in average hourly pay (adding all pay rates together and dividing by the total number of people).

The median pay gap for gender is the difference in hourly pay between the middle paid (the person at the mid-point if you were to line all employees up from low to high) female employee and middle paid male employee.

While both figures are valid measures of central tendency, the median is a better measure to consider when the data being examined is not evenly distributed. Unlike the mean it is not influenced by the outliers at the top and bottom of the distribution.

An example of how it works

Median = 7

(mid-point)

Mean = 8.2

(sum of all numbers divided by the number of people)

