



# Supermac's®

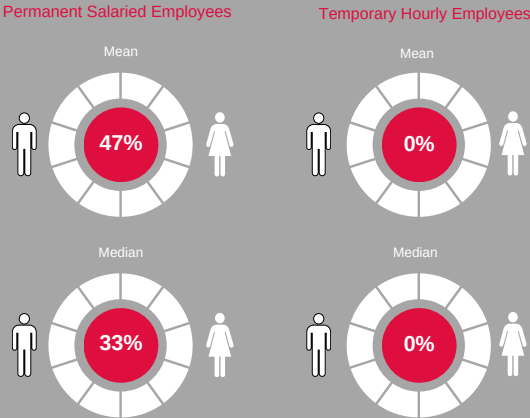
## Gender Pay Gap 2024



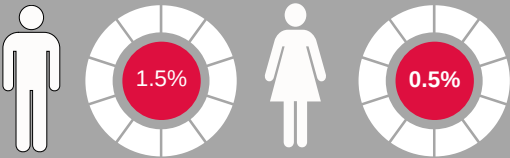
Gender Pay Gap

|   | Mean | Median |
|---|------|--------|
| Full Time Hourly Paid Employees   | 10%  | 1%     |
| Part Time Hourly Paid Employees   | 3%   | 1%     |

Bonus Pay Gap

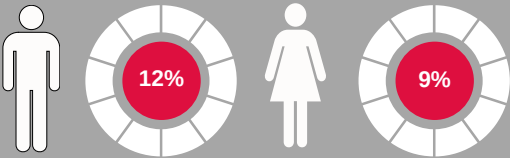


Benefit in Kind





Percentage of Employees paying BIK

Bonus



Percentage of Employees receiving a bonus

Pay Quartiles

|              |  |  |
|--------------|---|---|
| 1st Quartile | 50%   | 50%   |
| 2nd Quartile | 46%   | 54%   |
| 3rd Quartile | 52%   | 48%   |
| 4th Quartile | 59%   | 41%   |

# 2024

# Gender Pay Gap



## What is Gender Pay Gap?

Organisations with over 150 employees must conduct this analysis for 2024 across a range of metrics. The main focus of the Gender Pay Gap is to show the difference between average hourly remuneration of men and women within an organisation.

Gender Pay is not the same as equal pay. Gender pay does not compare employees on the basis of their roles, job titles, length of service or experience. Instead, Gender Pay Gap looks at the total remuneration and expresses any difference in remuneration between genders as a percentage.

## Our Results

Although adhering to standard rates of pay, particularly at entry level and amongst our staff population, Supermac's sees its employees as individuals with varying levels of experience and potential. As would be expected, remuneration levels are often determined by these attributes. Remuneration can also take into account individual performance. It does not take into account the gender of employees.

The nature of the gaps that are present illustrates Supermac's gender-neutral approach to pay. Supermac's will continue to monitor its recruitment and promotion policies to ensure that there is no bias towards either gender. Our aim is to provide long-term, satisfying careers, where every individual, at entry level, has the opportunity to maximise their skills and evolve with the company. Supermac's is an equal opportunities employer.





**Pat McDonagh**

Founder & CEO

*“We are sharing our Gender Pay Gap report for Supermac’s in line with the Gender Pay Gap Information Act 2021. At Supermac’s, we have been building our brand since 1978, and our people have always been at the forefront of this. With talented committed teams across our restaurants and Head Office, our dynamic brand has evolved into the community favourite that spreads across 120 stores throughout the Island of Ireland.*”

*We directly employ over 2000 people in Supermac’s, and we offer our employees the opportunity to develop new skills and to further themselves in a challenging and enjoyable environment. Our success has only been possible thanks to the talented people who work for us. Each individual plays an essential role in continuing the growth and development of Supermac’s”*