



Smurfit Kappa Ireland Gender Pay Gap Report 2023

Smurfit Kappa is a truly inclusive and diverse organisation, with 47,000 people, spread across 36 countries. As a global multinational business, we appreciate and value the diversity of our people who bring new experiences, ideas, perspectives, and differences. This diversity enables our organisation to grow and innovate for our future.

Our journey - at a glance

“EveryOne” our Inclusion, Diversity and Equality (ID&E) programme is a key focus for us and in 2022 we appointed a Group Executive Sponsor for Gender Diversity. This evolution supports the embedding of ID&E at local level across the Group.

Our “EveryOne” programme is aimed at creating a more diverse and inclusive workplace for all our employees and enables our ambition to build a highly inclusive workplace for all.

We are taking specific and measurable actions as follows:

- We have four cohorts of female colleagues progressing through our RISE programme, which develops and empowers females in the workplace.
- We are working towards the delivery of four key strategic ID&E projects across the Group: 1) Creating a more Inclusive Infrastructure, 2) Inclusive Recruitment, 3) Evolving Inclusive Working Practices and 4) ID&E Education and Awareness.
- We have continued to increase the numbers of female participants in all our Global Learning Academy programmes. For example, our signature Advance Management Development (AMD) programme had a 44% female participation rate in 2023.

We have engaged with a new learning partner, ‘Social Talent’, for ID&E learning across the Group. This learning is part of our SK Academy Programmes and will be rolled out further during 2024.

Smurfit Kappa is pleased to present its 2023 Gender Pay Gap Report, on a voluntary basis, in accordance with the Gender Pay Information Act 2021. For this report, the snapshot date was 30 June 2023.

What is the Gender Pay Gap?

Like many other companies in the packaging industry, which has a long history of underrepresentation of women, our gap is impacted by having fewer female than male colleagues in our business (<30% females) and the different roles they have within the company. The gender pay gap is the difference between the average (mean) hourly remuneration of all females compared to all males, irrespective of their role or level in the organisation, expressed as a percentage of average male remuneration. Separately, we assess the difference between the midpoint (median) of all females compared to all males, expressed as a percentage of median male remuneration.

While the terms are often used interchangeably, it is important to clearly differentiate between Equal Pay and Gender Pay Gap.

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

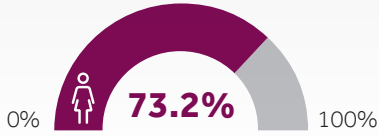
Difference between males and females	Mean (average)	Median (middle)
Pay gap	-10.6%	-13.0%
Bonus gap	-29.1%	-161.1%

The data shows a mean Gender Pay Gap of minus 10.6% which means that the **mean total pay of women is higher than the mean total pay of men by 10.6% in SK Ireland.**

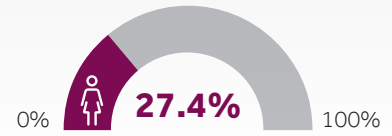
We also note that we have a negative median Gender Pay Gap of minus 13.0% which means that **the median pay of women is higher than median pay of men by 13.0% in SK Ireland.**



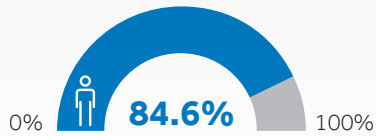
Proportion of females receiving bonus



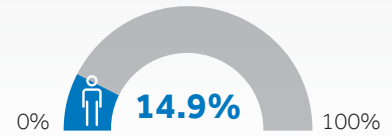
Proportion of females receiving benefit in kind



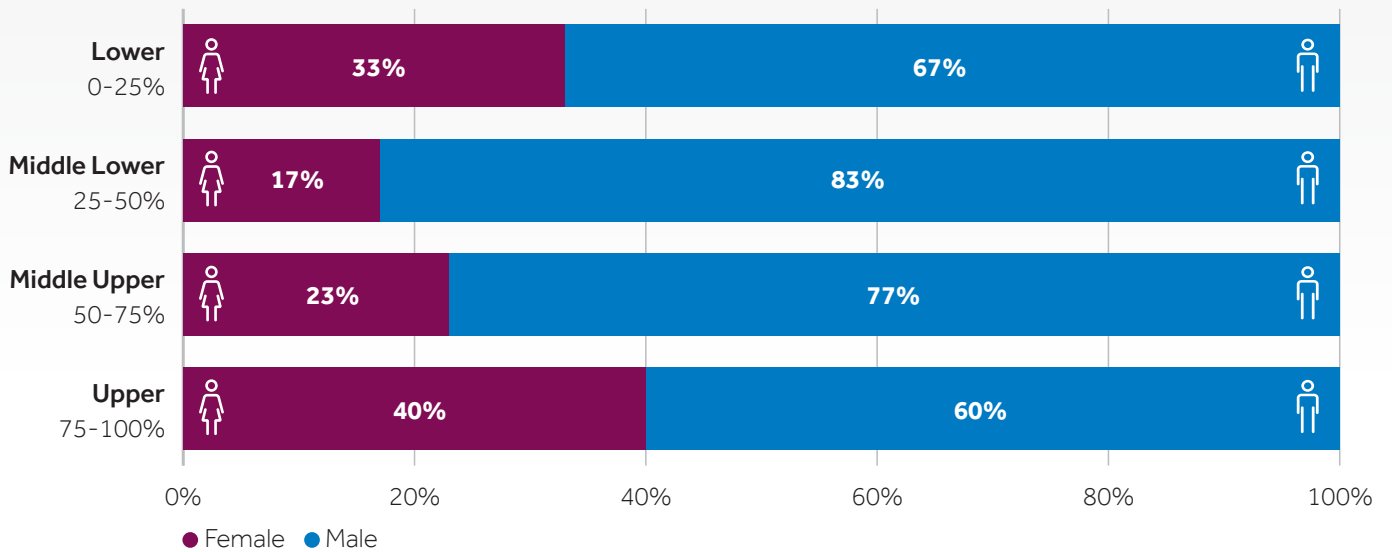
Proportion of males receiving bonus



Proportion of males receiving benefit in kind



Proportion of male and female employees in each pay quartile



Note: For part-time employees the mean gender pay gap is 21.8% (median 35.4%), while for temporary employees the mean gender pay gap is 16.9% (median 21.3%)

With our ambitious plans for ID&E in Smurfit Kappa at the forefront of our minds, we have been on an accelerated journey to champion and promote inclusion, diversity and equality.

We are committed to being a globally admired company and a great place to work for top talent. We are also committed to driving inclusion and diversity and striving to create a truly diverse workforce.

Tony Smurfit
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Smurfit Kappa Group

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Smurfit Kappa Group

