



GENDER PAY GAP REPORT 2022

INTRODUCTION

Arrabawn is an Agri-based organisation with a century plus history of operations at the heart of Ireland's globally recognised, premium dairy industry.

Headquartered in Nenagh, Co. Tipperary, Arrabawn continues to be a member-owned and growth driven co-op with a strong emphasis on sustainability. Arrabawn employs 400 people and collects milk from over 1,000 shareholder farmers.

Arrabawn comprises dairy, food ingredients and Agri business units that produce a range of business to business and dairy consumer products. We also offer a range of quality animal feeds products through our agri-business operations Dan O'Connor Feeds and Greenvale Animal Feeds

Arrabawn, with our partner brand Homevalue, also operates retail stores at 12 locations.

Led by an experienced team, each division is focused on ensuring commitment to the highest standards of quality, efficiency, competitiveness, and customer satisfaction.

This is the first Gender Pay Gap report that we have published in keeping with our obligations as a large employer. It shows a mean gender pay gap of 8.9% and a median gender pay gap of 6.2%. Arrabawn is committed to working to reduce this gap in the years ahead.

BACKGROUND AND REQUIREMENTS

WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics from June 2022.

The gender pay gap is the difference in the average (or mean) hourly wage of men and women across the workforce – it compares the average pay of all working men and all working women regardless of role or level in the organisation.

It is important to note that this is different to equal pay, which relates to paying individuals the same amount for performing similar work or work of equal value. In Ireland it is unlawful to have wage disparity based on gender.

Due to the size of our organisation, Arrabawn is required to report on:

- The difference in mean and median hourly pay between all female and male employees
- The difference in mean and median hourly pay between female and male employees relating to part time and temporary categories
- The proportion of women and men in each pay quartile
- The difference in mean and median bonuses paid to female and male employees during the period
- The proportion of women and men receiving bonuses
- The proportion of women and men receiving benefits in kind

Our results are based on a snapshot date of 30 June 2022.



KEY TERMS

Mean Gender Pay Gap

The difference between the average pay for men and the average pay for women. This is worked out by adding all hourly pay rates for women and then dividing by the total number of women. This calculation is repeated for men and compared to the average for women.

Median Gender Pay Gap

The difference between the middle points in hourly pay for men and women. This is calculated by ordering all the hourly pay rates for each woman and identifying the middle pay rate. This is then repeated for men and compared to the median for women.

WHAT OUR DATA SAYS – AN OVERVIEW OF ARRABAWN’S GENDER PAY GAP

Our workforce

	% OF MALES	% OF FEMALES
% OF MALES & FEMALES =	81.5%	18.5%

Total pay gap

TOTAL PAY GAP	PART TIME PAY GAP	TEMPORARY PAY GAP
8.9% (MEAN)	-35.8% (mean)	-3.9% (mean)
6.2% (MEDIAN)	-63.9% (median)	2.1% (median)

With a large proportion of male employees in our production environment there is greater access for this group to additional pay elements such as overtime and shift allowances which are included in this report and contribute to our Gender Pay Gap.

The majority of Arrabawn’s part-time employees are female and this is reflected in a 35.8% pay gap in favour of women. The gender pay gap for temporary contract employees is 3.9% in favour of women.



Bonus/BIK gap

BONUS PAY GAP	% MALES AND FEMALES RECEIVING BONUS	% MALES AND FEMALES RECEIVING BIK
88.9% (MEAN)	64% (male)	7.2% (mean)
100% (MEDIAN)	38% (female)	2.1% (median)

This is reflective of the male dominated production/operations categories where employees are eligible for bonus payments.

Gender representation by Total Pay

	Quartile	Male	Female
% of Males & Females in Each Quartile =	A (Upper)	88%	12%
	B (Upper Middle)	79%	21%
	C (Lower Middle)	83%	17%
	D (Lower)	75%	25%

The representation across all categories is reflective of the general workforce.



FACTORS CONTRIBUTING TO OUR CURRENT GAP

The Industry

A significant proportion of the roles in Arrabawn involve an element of shift work and/or overtime pay, and these roles are mainly occupied by male Employees. As these elements of pay are included in the calculations, they can have a material impact.

Organisational Distribution

The Dairy and Agribusiness industry is traditionally a male dominated industry. Our figures reflect this, given that 81.5% of the workforce in Arrabawn is male. This is one of the core causes of our pay gap. Additionally, more males occupy the higher paying roles in the organisation, further contributing to the gender pay gap. Arrabawn is committed to making progress in lowering this percentage and achieving gender balance.

We have strong links to farming communities where traditionally more males choose a career with Arrabawn. Farming itself has a high gender imbalance. Much of our work involves manual work which has traditionally attracted more males.



ARRABAWN'S COMMITMENT TO CLOSING THE GAP

We recognise that there is work to do in terms of achieving greater gender balance and that there is a legacy of higher male representation in our industry. The highly gendered nature of the Dairy and Agribusiness industry will continue to challenge us, however we are committed to working towards bridging that gap.

We continue to focus on the following initiatives:

Company structure

- Continuous efforts are being made to ensure greater diversity at board level and committee level.

Employee Culture Survey:

- We have, for the past number of years, been engaging in an Employee Culture Survey in which questions on Diversity, Equity and Inclusion are included.

Women in Agriculture Celebration

- During 2022 Arrabawn held its inaugural and first of its kind "Women in Agriculture" Celebration Day. Bringing well know females in Agriculture together as a platform to share experiences, showcase women in Agriculture and outline opportunities for females planning a career in agriculture.

Recruitment and Promotion Procedures:

- We strive for diversity within recruitment processes and decision making, to ensure fair, balanced, and non-discriminatory outcomes are achieved
- We use recruitment and promotion procedures that are competency, merit and ability based, prevent discrimination, take account of diversity, and promote equality.
- Graduate recruitment in the past four years has yielded a 50:50 female: male split following a focused campaign



HR Policies:

- We have clear policies open to our Employees that accommodate flexible working
- We communicate and implement policies that are effective in responding to any complaint from Employees regarding Dignity and Respect at Work.
- We have an Employee Assistance Programme open to all our Employees