



## GENDER PAY GAP REPORT 2023

### 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 300 people and collects milk from over 1,000 shareholder farmers.

Arrabawn comprises food ingredients and Agri business units that produce a range of business-to-business 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 report follows on from our first report published in 2022. It shows a mean gender pay gap of 5.8%, reduced from a figure of 8.9% in 2022. It shows a median gender pay gap of 8.7%. This marks positive progress but also outlines the need for additional focus to continue to work to close this gap. 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.

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.

As is required by law, Arrabawn has equal pay for men and women in the same grades and performing similar work or work of equal value. Much of the gender pay gap arises because of the differences in the higher number of men occupying senior roles plus the higher number of men electing to occupy shift-based roles where there is enhanced earning potential through shift allowances and overtime.

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 2023.



## 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
<b>% OF MALES &amp; FEMALES =</b>	80.2% (81.5% 2022)	19.8% 18.5% (2022)

### Total pay gap

TOTAL PAY GAP	PART TIME PAY GAP	TEMPORARY PAY GAP
5.8% (MEAN)	-30.9% (mean)	10.9% (mean)
8.7% (MEDIAN)	-22.3% (median)	13.9% (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 30.9% pay gap in favour of women. This however has reduced from 2022 with a greater proportion of men taking up part time work.

When seasonal employment is isolated from the groupings, the figures for the permanent staff grouping, males and females show much more closely aligned figures with a mean gap of 0.7%.

### Bonus/BIK gap

<b>BONUS PAY GAP</b>	<b>% MALES AND FEMALES RECEIVING BONUS</b>	<b>% MALES AND FEMALES RECEIVING BIK</b>
46% (MEAN)	49% (male)	7% (mean)
57% (MEDIAN)	29% (female)	0% (median)

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

### Gender representation by Total Pay

	<b>Quartile</b>	<b>Male</b>	<b>Female</b>
<b>% of Males &amp; Females in Each Quartile =</b>	A (Upper)	83% (88% 2022)	17% (12% 2022)
	B (Upper Middle)	87%	13%
	C (Lower Middle)	78%	22%
	D (Lower)	72%	28%

The representation across all categories is reflective of the general workforce. A higher proportion of roles in the upper middle and upper quartiles of hourly pay are occupied by males. This contributes to the pay gap as these positions offer higher compensation.



## **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. Although we have seen a slight increase in the ratio of females to males, our figures reflect this, given that 80.2% 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:

- Continuous efforts are being made to ensure greater diversity at board level and committee level.
  - For the first time we have had a female nomination at Arrabawn Representative Committee level
  - We have had our first female applicant to attend our Emerging Farmer's Training initiative
- We have, for the past number of years, been engaging in an Employee Culture Survey in which questions on Diversity, Equity, Inclusion and Employee Wellbeing are included.
- Graduate recruitment in the past five years has yielded a 50:50 female: male split following a focused campaign
- 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.
- We have implemented a Remote and Flexible Working Policy to promote effective work life balance
- We have an Employee Assistance Programme open to all our Employees
- 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.