



Co-operative Society Ltd.

GENDER PAY GAP REPORT 2022



Introduction

At Aurivo, our purpose is enhancing the lives of our members, customers, colleagues and the communities in which we operate.

Aurivo is a global agribusiness with exciting consumer brands and a diverse portfolio across dairy ingredients, consumer foods and health and nutrition, retail and lifestyle stores, animal nutrition and livestock marts.

As an innovative multi-purpose co-operative, we have a strong ambition to continue to grow a sustainable business that will not only create value for our members but ensure a certain future for our farms, our processes and our communities for generations to come.

Our team members are key to our success and we believe that a successful business is one that reflects the communities that we serve and one that harnesses the benefits of an inclusive and diverse culture.

That said, Dairy, Livestock Marts and Agribusiness industries are traditionally male dominated sectors and the information contained in this report is based on the fact that our current workforce is 83% male and 17% female.

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 0.2% (in favour of males) and a median gender pay gap of -11% (in favour of females).

What is gender pay gap reporting and what does it mean?

The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland. Any employer with more than 250 employees is legally obliged to publish their gender pay gap results in 2022.

It is important to note that Gender Pay and Equal Pay are two different concepts, despite the terms being used interchangeably.

GENDER PAY is the difference between average hourly pay of males, and of females, across all levels of an organisation. The nature of the work is not recognised or taken into account when compiling these calculations.

EQUAL PAY refers to paying males and females equal pay for carrying out equal work or work of equal value and is a legal requirement.

Having a gender gap, or indeed not having a gender pay gap does not mean that employees within the organisation do not receive equal pay for equal work, however, it can represent a gender representation gap.

The gender pay gap calculations do not account for differences in pay due to the nature of the various different roles within an organisation.

What is the story at Aurivo?

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

Profile of our team members:



What is the Mean?

This is calculated by comparing the average hourly pay of male employees to that of female employees and includes all elements of pay including salary, overtime and bonuses.

What is the Median?

This is the difference in the 'middle' male's and 'middle' female's pay. The 'middle' male or female is identified by ranking all hourly pay amounts in ascending order, for both males and females, and taking the employee in the middle.

Pay gaps

● Mean and Median for all employees

Our mean pay gap is 0.2% (in favour of males) and our median pay gap is -11% (in favour of females).

● Mean and Median for part-time employees

Our mean pay gap for part time employees is -7% (in favour of females) our median gap is -5% (in favour of females).

● Mean and Median for temporary employees

Our mean pay gap for temporary employees is 4% (in favour of males) and the median gap is 5% (in favour of males).

Bonus information and benefit-in-kind

When it comes to bonus payments, Aurivo has a mean gap of 5% (in favour of males) and a median gap of 0.1% (in favour of males).

56% of males and 57% of females receive a bonus.

4% of males and 4% of females receive benefit in kind.

Quartile Data

Quartile 1 – Lower



Quartile 2 – Lower Middle



Quartile 3 – Upper Middle



Quartile 4 – Upper



What does this data tell us?

- The data points to the fact that Aurivo does not have a pay gap. While this is a positive position, our overall female representation in the workforce is low and this is something we will look to address as an organisation in the coming years. This is not unique to Aurivo, but is a challenge right across the agribusiness industry.
- In recent years we have increased our female representation at a senior level and our Executive Team profile is now 37.5% Female and 62.5% male.
- Equal proportion of males and females have access to a bonus payment with a mean gap of 5% (in favour of males) and a median gap of 0.5% (in favour of males)
- The data is divided into four groups and we clearly see Aurivo's gender distribution across the organisation.

What next?

At Aurivo we are committed to continuing our Diversity, Equity and Inclusion journey. We continue to be challenged by the fact that the industry has traditionally attracted – and continues to attract – a more male workforce and we will look for ways to encourage greater female participation into the future, including looking at our talent acquisition strategies, our diversity agenda and celebrating and embracing work/life initiatives such as hybrid working and various types of family and community leave.



We recently undertook an employee engagement and culture survey called 'Aurivo Voice', where we actively sought out the views of employees working across a myriad of locations and diverse businesses – retail, manufacturing, marts and office environments.

We will look to take on the feedback shared in the survey and drive forward with our diversity and inclusion agenda, which will form a key part of our overall business Strategy, Focus 2027, in the years ahead.

During 2022, Aurivo launched its 'Aurivo Leading Ladies' initiative to highlight the importance of gender equality and diversity in the farming community. Aurivo Leading Ladies aims to further empower and provide members with a platform to share knowledge, discuss technical issues and problem-solve topics related to the family farm.



Launch of Aurivo Leading Ladies Initiative 2022

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