



Co-operative Society Ltd.

# GENDER PAY GAP REPORT 2023



## Introduction

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

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, the Dairy and Agribusiness industry is traditionally a male-dominated sector and the information contained in this report is based on the fact that our current workforce is 81% male and 19% female.

## 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.

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 pay 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, and it can represent a gender representation gap.

## What is the story at Aurivo?

Our Gender Pay results are based on a snapshot date of 30th June 2023.

### *Profile of our team members:*



## Pay gaps

### ● Mean and Median for all employees

Our mean pay gap is 1.6% and our median pay gap is -5.5%.

### ● Mean and Median for part-time employees

Our mean pay gap for part time employees is -8.5% in favour of female employees and our median gap is 12.5%.

### ● Mean and Median for temporary employees

Our mean pay gap for temporary employees is 15.6% in favour of male employees and our median gap is 15.2%.

## Bonus information

When it comes to bonus payments, we have a mean gap of 3.9% and a median gap of -2%.

52% of males and 55% of females receive a bonus and 3.8% of males and 3% of females receive benefit in kind. It should be noted that with regard to benefit in kind, tax free noncash vouchers were not included in these calculations. If they were included, then 100% of male and females were in receipt of benefit in kind.

## Quartile data

### Quartile distribution – male and female

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#### Quartile 1 – Lower



#### Quartile 2 – Lower Middle



#### Quartile 3 – Upper Middle



#### Quartile 4 – Upper



## What does this data tell us?

- **Mean and median pay**

This data points to the fact that mean pay gap is 1.6%, in favour of male employees. 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. The median pay gap of -5.5% 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.

- **Bonus**

Equal proportion of males and females have access to a bonus payment and with a mean gap of 3.9% and a median of -2% it illustrates the significant representation of females at a senior level in the organisation, despite that overall female representation being low throughout the organisation.

- **Quartiles**

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 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 our team members working across a myriad of locations and diverse businesses. We will look to take on the feedback in that survey and drive forward with our diversity agenda.

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