



Co-operative Society Ltd.

GENDER PAY GAP REPORT 2025



Introduction

At Aurivo, our mission is to enrich the lives of our members, customers, colleagues, and the communities we serve. We believe that our success is built on our people, and that a thriving business reflects the diversity of its community. As part of Ireland's dairy and agribusiness sector, which has traditionally been male-dominated, we are committed to creating a more inclusive workplace where everyone can thrive.

Workforce composition at Aurivo:



This report provides a transparent account of our gender pay gap results for 2024 and outlines the steps we are taking to build a more balanced and equitable organisation.

Understanding Gender Pay Gap Reporting

The **Gender Pay Gap Information Act 2021** requires organisations in Ireland to report annually on gender pay disparities. It is important to distinguish between:

- **Gender Pay Gap:** The difference in average hourly earnings between men and women across all roles.
- **Equal Pay:** A legal requirement ensuring men and women are paid the same for work of equal value.

A gender pay gap does not necessarily indicate unequal pay. Instead, it highlights representation differences across roles and levels within an organisation.

Aurivo's Gender Pay Gap Snapshot

(as of 30 June 2025)

Pay Gaps

- **Mean pay gap:** -0.9% (in favour of female employees)
- **Median pay gap:** -3.1% (in favour of female employees)

Part-time Employees

- **Mean pay gap:** -2.8% (in favour of female employees)
- **Median pay gap:** -3.3% (in favour of female employees)

Temporary Employees

- **Mean pay gap:** 21.5% (in favour of male employees)
- **Median pay gap:** 36% (in favour of male employees)

Bonus Payments

- **Mean pay gap:** -3.1% (in favour of female employees)
- **Median pay gap:** -11.1% (in favour of female employees)
- **Bonus recipients:** 68% of males, 65% of females
- **Benefit-in-kind (BIK):** 5% of males, 4% of females. If non-cash tax-free vouchers are included, 100% of employees are recipients.

Insights from the Data

Our results show that **female employees earn slightly more on average than male colleagues**, with both mean and median pay gaps in favour of women. This reflects the strong representation of women in senior and specialist roles, despite their smaller overall share of the workforce (18%).

Pay Disparities

The negative pay gap demonstrates that women's median hourly pay is higher than men's, driven by representation in higher-paid roles.

Bonus Distribution

The mean and median bonus gaps in favour of women highlight their presence in leadership positions where performance-related pay is more common.

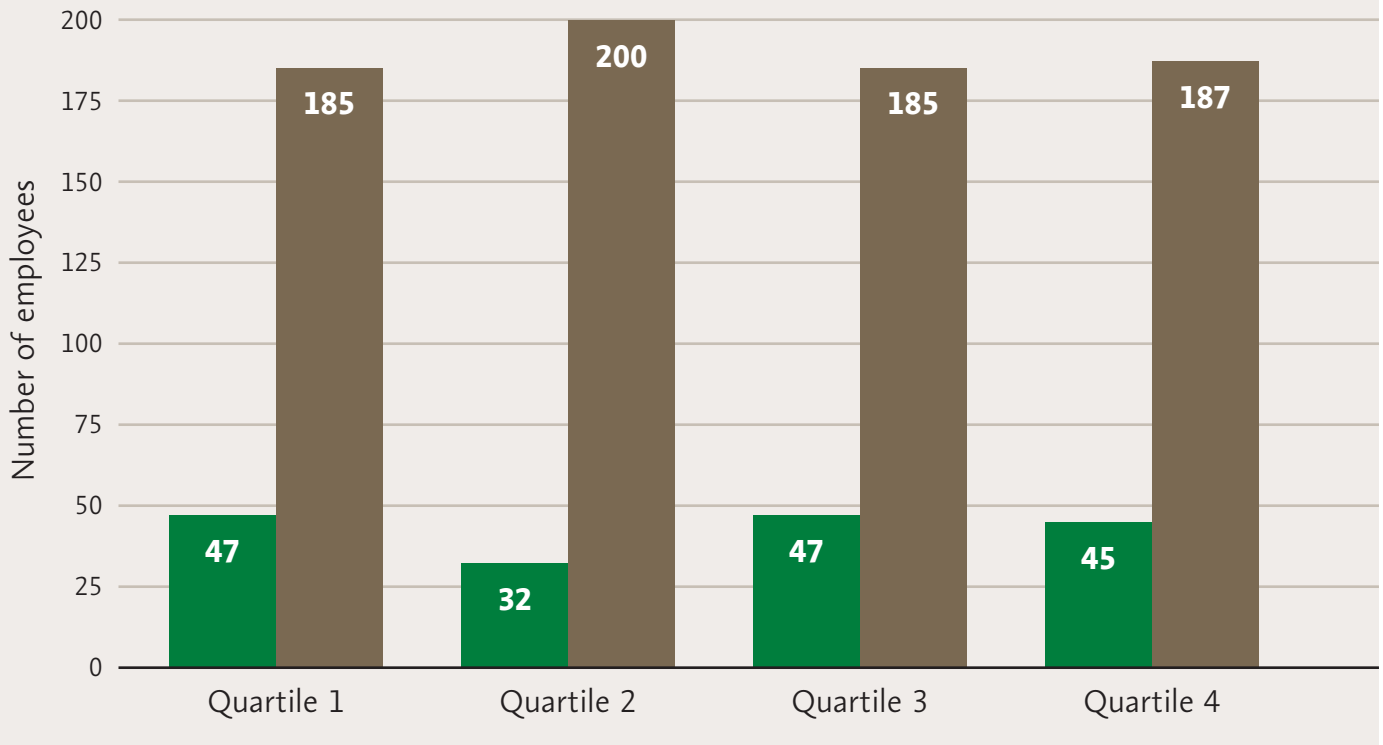
Temporary contracts

The positive pay gap in favour of men among temporary employees reflects the concentration of male workers in seasonal and operational roles, where shift work and overtime both feature strongly.

Quartile Analysis

While women are well represented in senior roles, opportunities remain to improve gender balance across all quartiles, particularly in operational and entry-level positions.

Gender distribution by pay quartile



Our Commitment to Progress

Aurivo is committed to advancing **Diversity, Equity, and Inclusion (DEI)** across our business. We recognise the challenges of attracting and retaining a more gender-diverse workforce in a traditionally male sector, and we are taking proactive steps to address this:

- **Talent acquisition:** Expanding recruitment strategies to attract a broader and more diverse candidate pool.
- **Inclusive policies:** Supporting colleagues through hybrid working, enhanced family leave, and community-focused initiatives.
- **Employee voice:** Acting on feedback from initiatives such as the *Aurivo Voice* engagement survey to ensure our culture evolves in line with DEI goals.

Looking Ahead

We know that achieving gender balance is a long-term journey requiring continuous effort and innovation. By fostering a culture that values diversity and inclusivity, we aim to build a workplace where everyone can thrive.

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