



Co-operative Society Ltd.

# GENDER PAY GAP REPORT 2024



## Introduction

At Aurivo, our mission is to enrich the lives of our members, customers, colleagues, and the communities we serve. We recognise that the cornerstone of our success lies in our people, and we are steadfast in our belief that a thriving business mirrors the diversity of its community and reaps the rewards of an inclusive culture.

The dairy and agribusiness sector has traditionally been male-dominated, a fact reflected in our workforce composition: **82% male** and **18% female**. This report provides a transparent account of our gender pay gap and outlines the steps we are taking to address it.

### *Profile of our team members:*

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## Understanding Gender Pay Gap Reporting

The **Gender Pay Gap Information Act 2021** established a legal framework for reporting on gender pay disparities in Ireland. It is important to distinguish between **Gender Pay Gap** and **Equal Pay**, as these terms are often misunderstood:

- **Gender Pay Gap** measures the difference in average hourly earnings between men and women across all roles within an organisation. It does not account for the nature or level of work performed.
- **Equal Pay** ensures that men and women are paid the same for performing work of equal value and is a legal requirement.

A gender pay gap, or lack thereof, does not necessarily indicate unequal pay but can highlight disparities in representation across roles and levels within an organisation.

# Aurivo's Gender Pay Gap Snapshot

Our 2024 Gender Pay Gap results are based on data as of **30th June 2024**.

## Pay Gaps

- **Mean pay gap:** 0.4% in favour of male employees.
- **Median pay gap:** -0.2% in favour of female employees.

## Part-time Employees

- **Mean pay gap:** -2% in favour of female employees.
- **Median pay gap:** -9% in favour of female employees.

## Temporary Employees

- **Mean pay gap:** 19% in favour of male employees.
- **Median pay gap:** 8% in favour of male employees.

## Bonus Payments

- **Mean pay gap:** -7% in favour of female employees.
- **Median pay gap:** -1% in favour of female employees.
- **Bonus recipients:** 58% of males and 57% of females.
- **Benefit-in-kind (BIK):** 4% of males and 3% of females receive BIK. If non-cash tax-free vouchers were included, 100% of employees would be recipients.

## Insights from the Data

### *Pay Disparities*

Our **mean pay gap of 0.4%** reflects a slight difference in average hourly earnings in favour of male employees, considering all elements of pay such as salary, overtime, and bonuses. The **median pay gap of -0.2%** in favour of female employees highlights that the mid-point salary for women is slightly higher than that of men when all hourly pay amounts are ranked.

### *Bonus Distribution*

The near-equal distribution of bonus payments, combined with a **median bonus gap of -1%**, underscores the significant representation of women in senior roles, despite their lower overall numbers in the workforce.

### *Quartile Analysis*

Dividing our workforce into quartiles provides a clear view of gender distribution across all levels, revealing opportunities for greater gender balance at various tiers (*see overleaf*).

## Quartile distribution

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### Quartile 1 – Lower



### Quartile 2 – Lower Middle



### Quartile 3 – Upper Middle



### Quartile 4 – Upper



## Our Commitment to Progress

Aurivo is dedicated to advancing our **Diversity, Equity, and Inclusion (DEI)** initiatives. We recognise the historical and ongoing challenges of attracting a more gender-diverse workforce in our industry. To address this, we are:

- **Enhancing talent acquisition strategies** to appeal to a broader, more diverse candidate pool.
- **Promoting inclusive workplace policies** such as hybrid working, family leave, and community-focused initiatives.
- **Listening to and acting on employee feedback** through initiatives like the **Aurivo Voice engagement survey**, ensuring our culture evolves in alignment with our DEI goals.

## Looking Ahead

We acknowledge that achieving gender balance requires continuous effort and innovation. By fostering a culture that values diversity and inclusivity, we aim to build a workplace where everyone can thrive, contributing to the shared success of Aurivo and our communities.

Our transparent reporting and commitment to DEI initiatives position us as a forward-thinking organisation striving for equity and excellence in the dairy and agribusiness sector.

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