

# 2024 GENDER PAY REPORT

IRELAND

# GENDER PAY GAP REPORTING

What is Gender Pay Gap Reporting?

- Understanding the Report
- Gender Pay and Bonus Gap – The Results – Ireland
- Our Aspiration and Current Activities
- Our Areas of Focus for 2025 and beyond





# WHAT IS GENDER PAY GAP REPORTING?

## What is Gender Pay Gap reporting?

Irish employers with more than 250 employees are required to publish their gender pay gap annually.

The report gives us the opportunity to understand any gender imbalances in our workforce and develop initiatives to address our findings.

The Gender Pay Gap Reporting is different from an equal pay comparison, which would involve a direct comparison of two people or groups of people carrying out the same, similar or equivalent work. We are confident that we offer equal pay for equal work across the business.

## WHAT'S INCLUDED IN OUR CALCULATIONS:

Calculations of mean and median pay and of quartile pay bands are based on data as at 5 April 2023 only, including ordinary pay and bonus pay.

The report includes all BaxterStorey England & Wales, and Scotland, team members who had a relevant contract of employment on this date.

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**IRISH EMPLOYERS WITH MORE THAN 250 EMPLOYEES ARE REQUIRED TO PUBLISH THEIR GENDER PAY GAP.**



# UNDERSTANDING THE REPORT

**THE INFORMATION WITHIN THIS REPORT SHOWS THE DIFFERENTIAL BETWEEN THE MEAN AND MEDIAN PAY OF OUR MALE AND FEMALE EMPLOYEES –THE GENDER PAY GAP.**

The gender pay gap is calculated by taking the calculated hourly rate of all women and the calculated hourly rate of all men, finding the mean and median and determining the gap between these numbers across genders.

The mean gender pay gap is the difference in the average hourly pay for women compared to men. This is calculated by adding up all the hourly rates separately for male and females and dividing by the total number of results in each list.

## THE MEAN

Total hourly rate  
for women

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Number of  
women

= Mean average  
hourly pay  
for women

Total hourly rate  
for men

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Number of  
men

= Mean average  
hourly pay  
for men

## THE MEDIAN

The median represents the middle point of a population. If you lined up all the female and male employees within the business, the median is the difference between the hourly pay rate for the middle woman compared to the middle man.

# 2024 GENDER PAY GAP RESULTS IRELAND

10%

Mean Gender Pay Gap 2023- 11%

10%

Median Gender Pay Gap 2023 - 13%

The quartiles represent the pay rate from the lowest to the highest of our workforce, this is then split into four equal sized groups, with the percentage of men and women in each quartile.

MALE

35%

Male Lower

55%

Male Lower Mid

47%

Male Upper Mid

62%

Male Upper

FEMALE

65%

Female Lower

45%

Female Lower Mid

53%

Female Upper Mid

38%

Female Upper



# 2024 GENDER BONUS GAP RESULTS IRELAND

PERCENT OF TOTAL EMPLOYEES RECEIVING BONUS PAYMENT BY GENDER

10%

The mean gender bonus pay is 10% higher for men than that of women.

2023 - 10%

2%

The median gender bonus pay is 2% higher for men than that of women.

2023 - 8%



# DID WE DELIVER ON OUR ACTIONS FOR 2024?

## IMPROVE

We said that we would improve our understanding of why we have a gender pay gap by improving our data and in parts we have done this. Our initial focus in 2023 has been to put in place a robust process for recruitment to ensure that we are attracting more females into higher paid roles.

## ENGAGE

We said that we would launch and engagement survey to better understand how we can improve gender equality. We launched the survey in June 2023 and in 2024 we were again delighted that people from all backgrounds felt that they could join and thrive in our organisation (8 out of 10) but there is still work to be done.

## POLICIES & BENEFITS

In 2023, we said that we would review all of our policies to ensure that they are inclusive. This has been done and will be reviewed annually. In addition, we launched our game changing benefits package which included, amongst other things, 24 weeks full maternity, adoption, surrogacy pay.

## INCREASE

In 2023, we wanted to increase our gender representation in Leadership roles (C suite minus 1) including female representation to 40% by 2027. By focusing on our succession planning, we have increased female representation from 21% to 38%.

## ACHIEVE

We said that we want to be a market leader in increasing the number of female chefs within our business and the wider contract catering industry. We have done this by ensuring our female chefs have a voice within our business through our ESG's. Also by working alongside the culinary schools to encourage females into our industry.

## SUPPORT

We continue to support our commitment to reduce the Gender Pay gap to 8% by 2027 and whilst there is an improvement on our pay gap in 2023 we will continue to drive towards 8% sooner and we are confident that the actions that have been put in place will aid this.



# SOME OF OUR PLANS FOR 2025 CONSIST OF:

- We will be launching our Inclusive Kitchen initiative which will focus on increasing the number of females into senior roles within the kitchen.
- We will continue to review our 'award nominated' benefits package to ensure that it continues to support our team members in all aspects of their lives away from the workplace.
- We have launched our second Cultural Assessment in partnership with The Happiness Index which allows us to track progress of Happiness and Engagement of our team members.
- We will continue to work with our Employee Resource Groups (ERG's) and we have provided each of them with a dedicated budget to support the growth of their initiatives and we are also adding a new ERG focused on Working Parents.
- Role transparency – all roles (except confidential appointments or where succession planning is in place) will be advertised to allow for any interested team members to apply
- In 2024, we launched our new Performance Development system in partnership with Korero which allows us to support team members with their career aspirations and to improve our succession planning activity.
- BaxterStorey is working alongside WSH's ESG committee and supports the Second Nature strategy which has a strong focus on Diversity, Inclusion, and Growing Talent
- We will launch a communication platform which allows team members to provide feedback (anonymously if preferred).
- BaxterStorey remains an active member in the WiHTL, an industry leader in driving the diversity agenda.