

# ARYZTA IRELAND GENDER PAY GAP

2024



## INTRODUCTION

This is the 3<sup>rd</sup> year reporting the Gender Pay Gap in ARYZTA Bakeries Ireland and the 2<sup>nd</sup> year reporting the Gender Pay Gap for ARYZTA Food Solutions Ireland under the Gender Pay Gap Information Act 2021 calculating pay gap as a function of male and female employees' average hourly rate of pay as of 30 June 2024.

Gender pay gap is the difference between male and female employees' average hourly rate of pay. Gender pay gap is not the same as unequal pay. Paying an individual less than a colleague for the same job (unequal pay), on a basis of their gender, is prohibited under equality legislation.



# HEADLINE RESULTS

## ARYZTA Bakeries Ireland

In ARYZTA Bakeries Ireland, we have 235 employees for reporting purposes with a gender split of 33.3% women and 66.6% men.

The mean gender pay gap is 12.4% in favour of male employees. This means that the average hourly pay for female employees is 12.4% less than male employees. Our mean gender pay gap has remained relatively stable since 2023, increasing by .5%.

Our median gender pay gap is 21.9%, also in favour of male employees. This median gap means that for every €1 a male employee receives, a female employee receives 78 cent.

## ARYZTA Food Solutions Ireland

In ARYZTA Food Solutions Ireland, we have 177 employees for reporting purposes with a gender split of 33.9% women and 66.1% men.

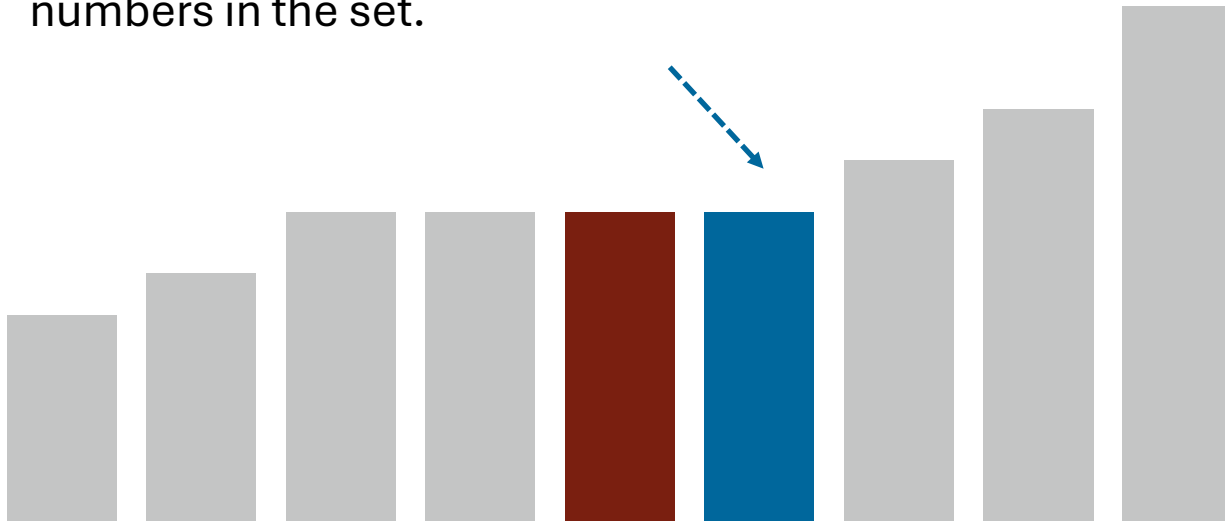
Our mean gender pay gap is 2.5% in favour of male employees. This means that the average hourly pay for female employees is 2.5% less than male employees.

Our median gender pay gap is -11%, contrastingly in favour of female employees. This median gap means that for every €1 a male employee receives, a female employee receives €1.11.

This correlates with the finding of a large representation of female employees in the upper-middle quartile.

## THE MEAN & THE MEDIAN EXPLAINED

**Mean** refers to the sum of all the numbers divided by the amount of numbers in the set.



The **median** is the middle point, in which half the numbers are above the median and half are below

The median is a better indicator of a “typical” annual salary than the mean as it is less affected by extremes at the top and the bottom.

However, using both together gives us a good indication of how pay is distributed by gender.

For example, if the mean wage gap (in favour of men) is higher than the median, this indicates that the top earners in the business are disproportionately men.

# ARYZTA BAKERIES IRELAND GENDER PAY GAP REPORT 2024

## OVERALL RESULTS

The gender pay analysis, and profile is based on average hourly rate of pay in the 12 months from 30<sup>th</sup> June 2023 to 29 June 2024.

### Gender Distribution

Gender distribution between male and female employees has remained at 66.4% male: 33.6% female.

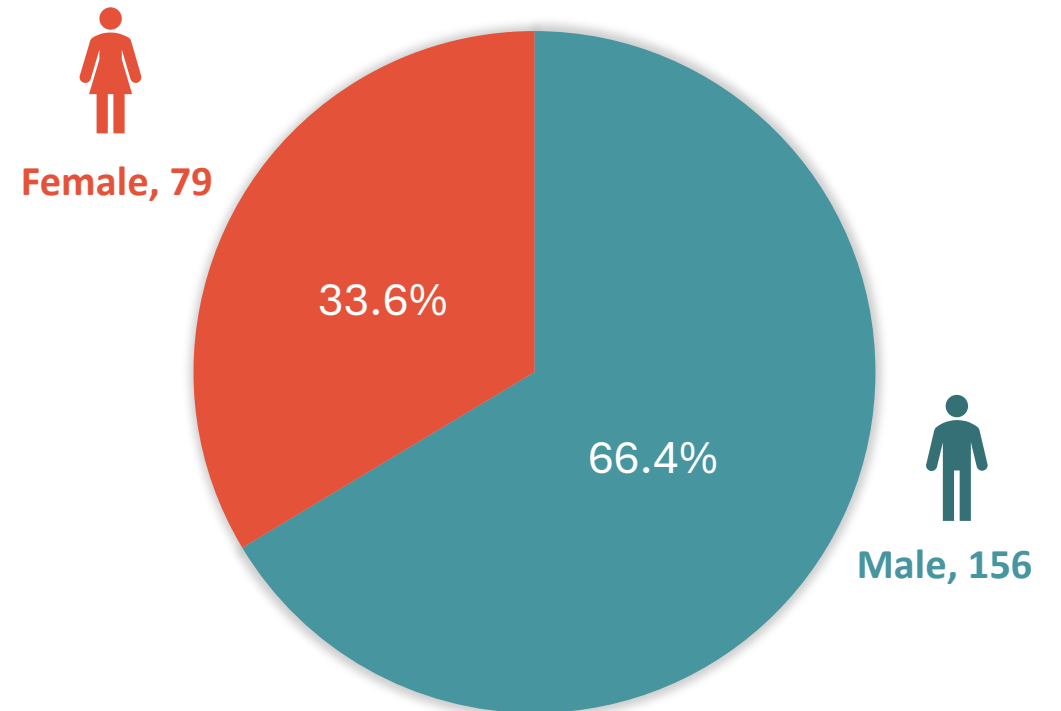
### Mean Gender Pay Gap

Our mean gender pay gap is 12.4% in favour of male employees.

### Median Gender Pay Gap

Our median gender pay gap is 21.9% in favour of male employees.

## EMPLOYEE GENDER DISTRIBUTION



## HOURLY AND BONUS PAY GAP (ALL EMPLOYEES)\*

Total Headcount: 230\*

- Male: 155
- Female: 75

\*The headcount here includes "Relevant employees", which is defined as full and part-time employees (not temporary).

€23.04



€20.17



Mean hourly pay gap  
12.4%

€19.41



€15.15



Median hourly pay gap  
21.9%

€3,489



€4,420



Mean bonus pay gap  
-26.7%

€1633



€3611

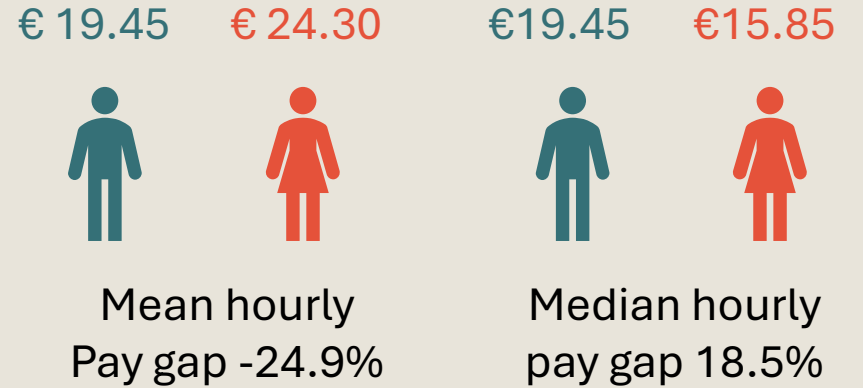


Median bonus pay gap  
-121%

# TEMPORARY & PART-TIME EMPLOYEES PAY GAP

## Part Time Employees

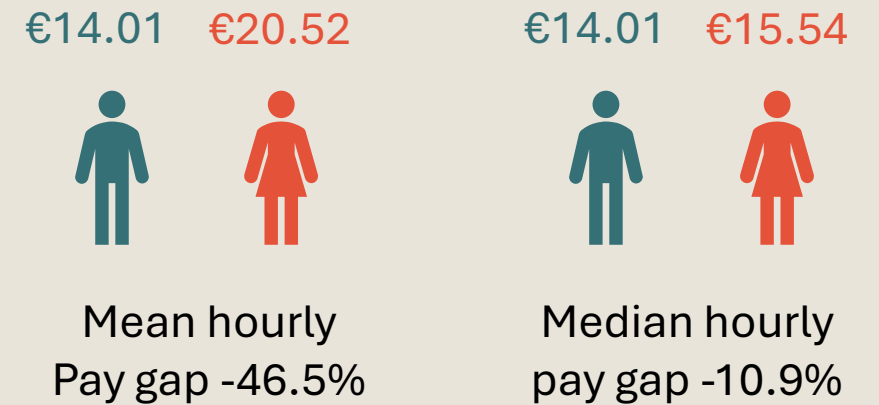
Total Headcount: 4  
Male: 1  
Female: 3



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## Temporary Employees

Total Headcount: 5  
Male: 1  
Female: 4

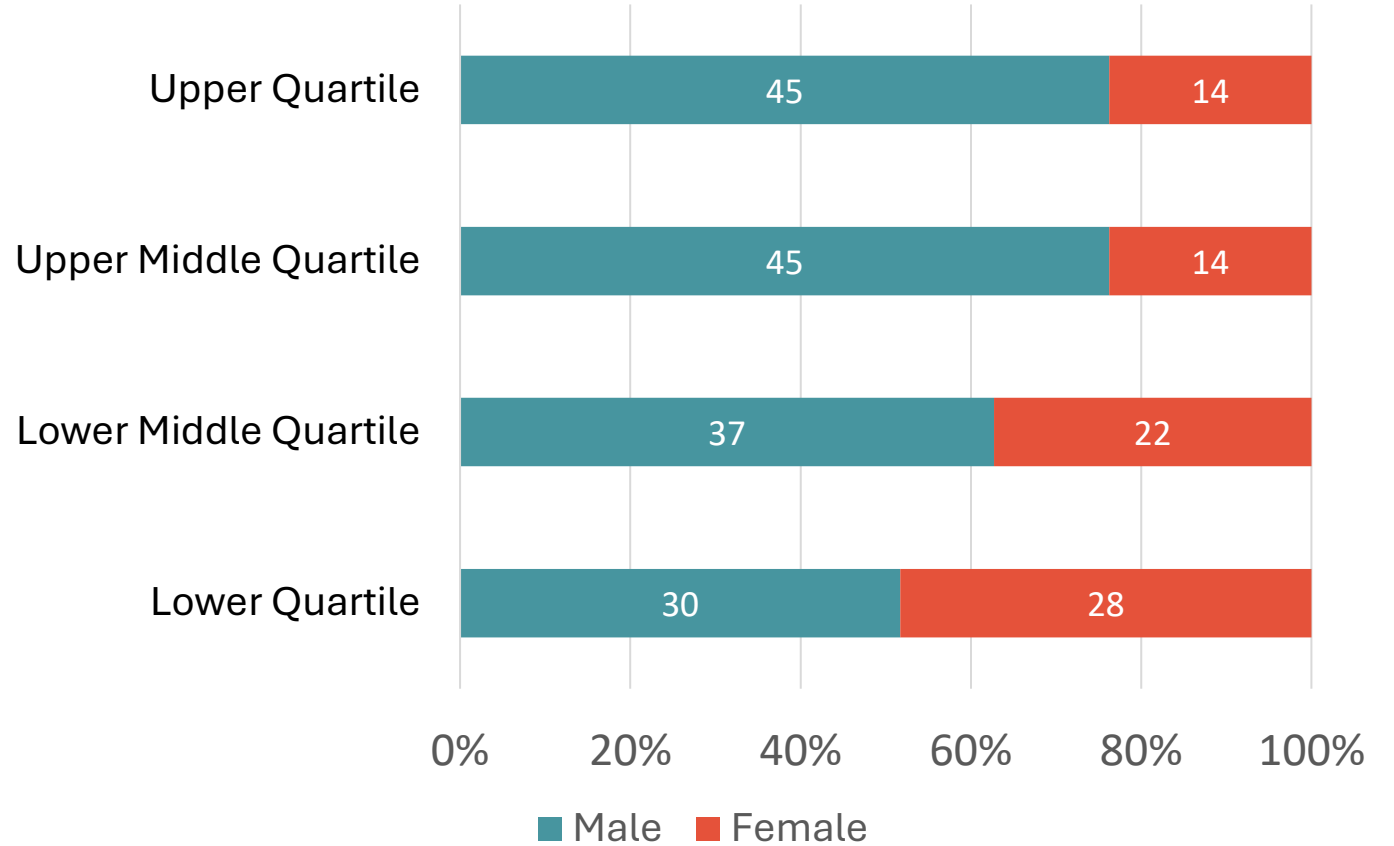




## GENDER PAY QUARTILES

Each pay quartile represents a quarter, or 25%, of our total employee group ranked by hourly rate of pay.

Our data shows a higher proportion of male employees in the upper half of our gender pay quartiles while female employees hold a disproportionate roles in the lower paid half of roles.



# BENEFIT IN KIND & BONUS

## Proportion of Benefit in Kind

The gender representation of employees in receipt of benefit in kind highlights that there is equal representation of male and female employees in receipt of benefit in kind.

| Benefit in Kind | % of female employees receiving BIK | % of male employees receiving BIK | # of female employees receiving BIK | # of male employees receiving BIK |
|-----------------|-------------------------------------|-----------------------------------|-------------------------------------|-----------------------------------|
|                 | 1%                                  | 1%                                | 1                                   | 2                                 |

## Proportion of Bonus Received

The gender representation of employees in receipt of a bonus highlights that there are more men in bonus eligible roles.

| Bonus | % of female employees receiving a Bonus | % of male employees receiving a Bonus | # of female employees receiving a Bonus | # of male employees receiving a Bonus |
|-------|---|---------------------------------------|---|---------------------------------------|
|       | 37%                                     | 68%                                   | 29                                      | 106                                   |

# UNDERSTANDING THE PAY GAP

## Mean & Median Pay Gap

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Our mean gender pay gap (12.4%) is driven by the fact that we have more men in the most senior positions and with greater tenure than women. It is also the result of certain areas of the business that are historically male dominated. Our median gender pay gap (21.9%) indicates that the middle man is paid more than the middle woman, when ranking hourly pay amounts in ascending order for both women and men.

It should also be noted that the Gender Pay Gap Calculations do not account for periods of unpaid leave such as additional maternity leave, parents leave and parental leave, periods during which an employee will receive no or less pay. Female employees are more likely to take up these leave types which would impact their annual take home pay.

## Mean & Median Bonus Gap

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Our mean bonus gap is 26.7% in favour of women, while the median bonus gap is 121% in favour of women.

This reflects the fact that of the 37% of female employees receiving a bonus, most of these are part of a percentage-based bonus structure. Employees on the percentage-based bonus received bonus payouts in excess of 100% during this pay period. Contrastingly, of the 68% of male employees receiving a bonus, many are on a fixed bonus structure. The fixed bonuses typically pay out lower than the percentage based bonuses, especially in recent years as the bonus was in excess of 100%.

# UNDERSTANDING THE PAY GAP

## Proportion of men & women receiving bonus

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68% of male employees receive any bonus while the majority of female employees, 37%, of women receive a bonus.

This is a reflection of how women in the production facility are more likely to be in level 1 and level 2 roles. Employees at this level are not eligible for a bonus.

## Quartiles

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We have 235 employees for reporting purposes, with a gender split of 33.6% women and 66.4% men. When looking at our gender breakdown by quartile, we see that in the bottom quartile, men and women are equally represented. Contrastingly, men are overrepresented in the upper quartile, which is consistent with our finding that there are more men in senior positions and with greater tenure than women and more women in level 1 operational roles.

## Mean & median Pay Gap Or Pt Time / Temp employees

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There are very few employees in part time or temporary roles.

In both groups, there was just one male employee, so it is difficult to make any generalisations based on this number of employees.

# ARYZTA FOOD SOLUTIONS IRELAND GENDER PAY GAP REPORT 2024

## OVERALL RESULTS

The gender pay analysis, and profile is based on average hourly rate of pay in the 12 months from 30<sup>th</sup> June 2023 to 29 June 2024.

### Gender Distribution

Gender distribution between male and female employees has remained at 66.1% male: 33.9% female.

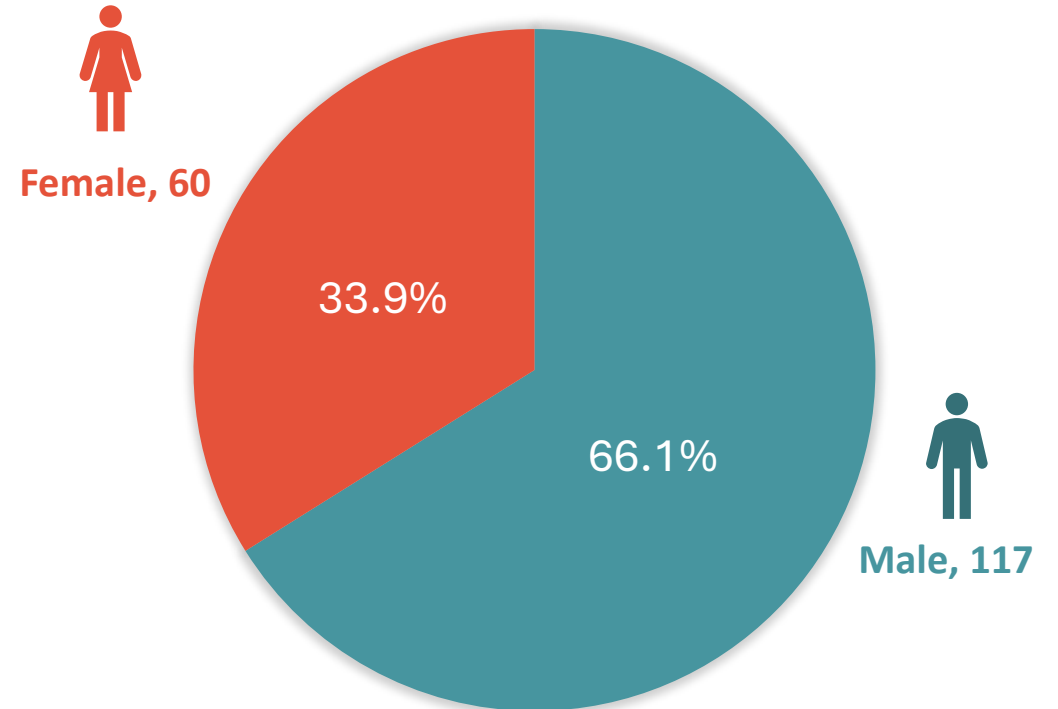
### Mean Gender Pay Gap

Our mean gender pay gap is 2.5% in favour of male employees.

### Median Gender Pay Gap

Our median gender pay gap is -11% in favour of female employees.

## EMPLOYEE GENDER DISTRIBUTION



## HOURLY AND BONUS PAY GAP (ALL EMPLOYEES)\*

Total Headcount: 174\*

- Male: 117
- Female: 57

\*Total Headcount here includes all employees includes "Relevant employees", which is defined as full and part-time employees.

€21.87



€21.34



Mean hourly pay gap  
2.5%

€17.39



€19.31



Median hourly pay gap  
-11%

€6555.87



€5096.80



Mean bonus pay gap  
22.3%

€6236.92



€4218.75

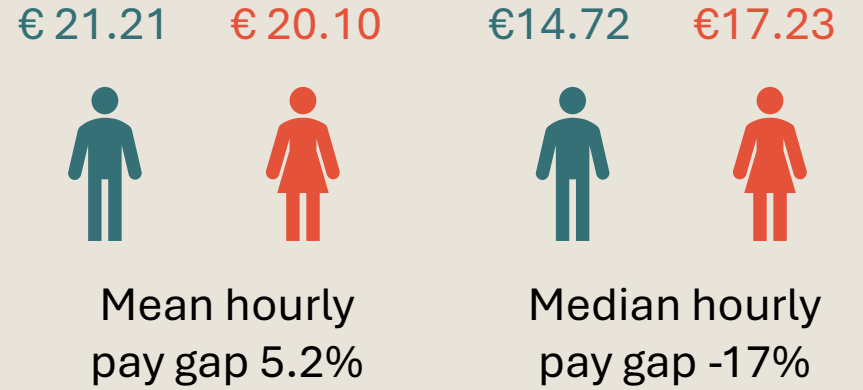


Median bonus pay gap  
32.4%

# TEMPORARY & PART-TIME EMPLOYEE GENDER PAY GAP

## Part Time Employees

Total Headcount: 7  
Male: 3  
Female: 4



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## Temporary Employees

Total Headcount: 3  
Male: 0  
Female: 3

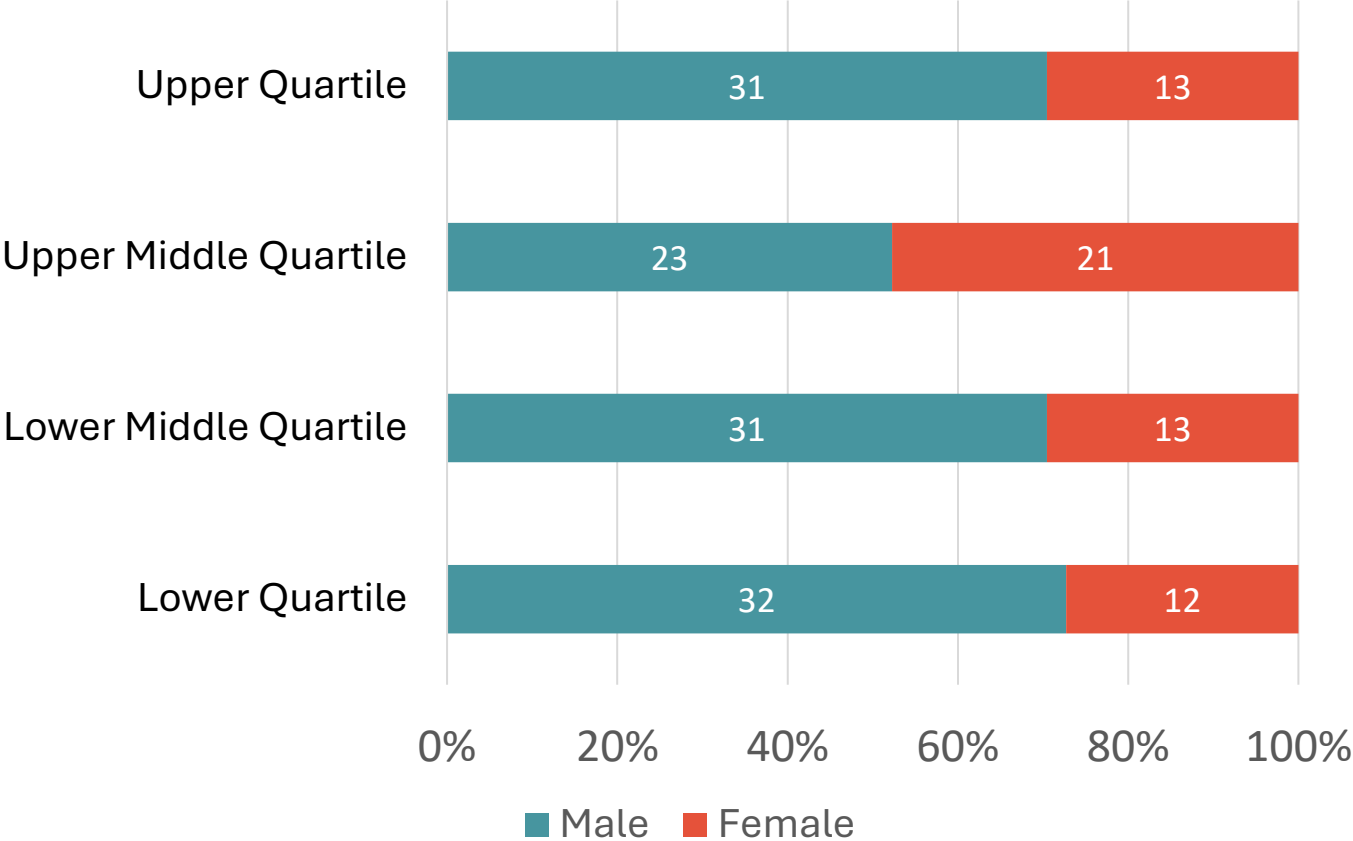
**Insufficient  
Data**



# GENDER PAY QUARTILES

Each pay quartile represents a quarter, or 25%, of our total employee group ranked by hourly rate of pay.

Our data shows a higher proportion of male employees in the upper half of our gender pay quartiles while female employees hold a disproportionate roles in the lower paid half of roles.



# BENEFIT IN KIND & BONUS

## Proportion of Benefit in Kind

The gender representation of employees in receipt of benefit in kind highlights that there is equal representation of male and female employees in receipt of benefit in kind.

| Benefit in Kind | % of female employees receiving BIK | % of male employees receiving BIK | # of female employees receiving BIK | # of male employees receiving BIK |
|-----------------|-------------------------------------|-----------------------------------|-------------------------------------|-----------------------------------|
|                 | 18%                                 | 18%                               | 11                                  | 21                                |

## Proportion of Bonus Received

The gender representation of employees in receipt of a bonus highlights that there are more men in bonus eligible roles.

| Bonus | % of female employees receiving a Bonus | % of male employees receiving a Bonus | # of female employees receiving a Bonus | # of male employees receiving a Bonus |
|-------|---|---------------------------------------|---|---------------------------------------|
|       | 82%                                     | 46%                                   | 49                                      | 54                                    |

# UNDERSTANDING THE PAY GAP

## Mean & Median Pay Gap

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Our mean gender pay gap (2.5%) is driven by the fact that we have more men in the most senior positions and with greater tenure than women. It is also the result of certain areas of the business that are historically male dominated. However, our median gender pay gap (-11.04%) indicates that the middle woman is paid more than the consider, when ranking hourly pay amounts in ascending order for both women and men.

It should also be noted that the Gender Pay Gap Calculations do not account for periods of unpaid leave such as additional maternity leave, parents leave and parental leave, periods during which an employee will receive no or less pay. Female employees are more likely to take up these leave types which would impact their annual take home pay.

## Mean & Median Bonus Gap

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Our mean bonus gap is 22.3% in favour of men, while the median bonus gap is 32.4% in favour of men.

# UNDERSTANDING THE PAY GAP

## Proportion of men & women receiving bonus

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82% of female employees receive a bonus compared to 46% of male employees.

This is due to the number of female employees being significantly lower compared to male employees but also a representation of most female employees receiving a bonus.

## Quartiles

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We have 177 employees for reporting purposes, with a gender split of 33.9% women and 66.1% men. When looking at our gender breakdown by quartile, we can see slightly more balance in the upper middle quartile between men and women.

However, men are overrepresented in the other quartiles, which is consistent with our finding that there are more men in the distribution facility than women.

## Mean & Median Pay Gap Or Pt Time / Temp employees

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There are few employees in part time or temporary roles.

There are only three female temporary employees and no male temporary employees, so it is difficult to make any generalisations based on this number of employees.

## STEPS TO ADDRESS THE GENDER PAY GAP

# ACTIONS GOING FORWARD

## Actions Taken in 2024

- Elevating and supporting women through initiatives lead by the ARYZTA Ireland Women's Leadership Network.
- Ensuring equal representation of male and female candidates interviewed for senior leadership roles.
- Expanded the Maternity Top Up from 18 weeks to 26 weeks.
- Introduced paid miscarriage leave.
- Introduced paid menopause leave.

## Actions for 2025

- Increase the focus on supporting women's advancement, particularly focusing on women currently in junior and mid level roles.
- Continue to support women's advancement through the ARYZTA Ireland Women's Leadership Network.
- Continue to ensure equal representation of male and female candidates interviewed for senior leadership roles.