

2023

GENDER PAY GAP REPORT



GATHER & GATHER



Foreword

At Gather & Gather Ireland, promoting and supporting a diverse and inclusive workforce is integral to the success of our business. We recognise the importance of enabling our people to achieve and exceed their potential and the impact this can have on our performance as a group.

The gender pay gap is one of the reports that we use to measure inclusion at Gather & Gather. We are proud that almost half of our workforce are female.

The pay gap within Gather & Gather Ireland exists primarily because significantly more females than males are represented in the lower quartiles, as our industry offers greater flexibility and opportunities for part time roles. These positions, tend to be more attractive to females with family commitments.

We recognise that as a business we have a responsibility to broaden our efforts to neutralise the gender pay gap that currently exists within Gather & Gather Ireland. There is no instant solution and realising our goals will take time, but we are committed to continue to work towards a fair and inclusive workplace that supports both progression and lifestyle/family commitments.

A handwritten signature in black ink that reads "Pauline Cox". The signature is fluid and cursive, with a long horizontal stroke underneath.

Pauline Cox

Managing Director

I can confirm that the gender pay gap data contained in this report is accurate.

LEGISLATIVE REQUIREMENTS EXPLAINED

Gender pay gap legislation requires employers with a headcount of 250 or more to calculate and publish their gender pay gap data on an annual basis.

The calculations are based on data at 24th June each year, which is called the snapshot date.

WHAT IS THE DIFFERENCE BETWEEN MEAN AND MEDIAN?

The “mean” average for the gender pay gap is determined by adding up the hourly pay/bonus pay and then dividing the result by the number of employees. For example:



The “median” average for the gender pay gap is determined by sorting all of the hourly pay/bonus pay from smallest to largest and then selecting the employee in the middle of the range. For example:



OUR ORGANISATION AT A GLANCE

Gather & Gather Ireland Limited had 445 “relevant” employees on the 24th June 2023 (the snapshot date). The term “relevant” excludes those who were on leave and those who were receiving less than full pay on the snapshot date (e.g. holiday, family friendly leave, sickness leave etc.)

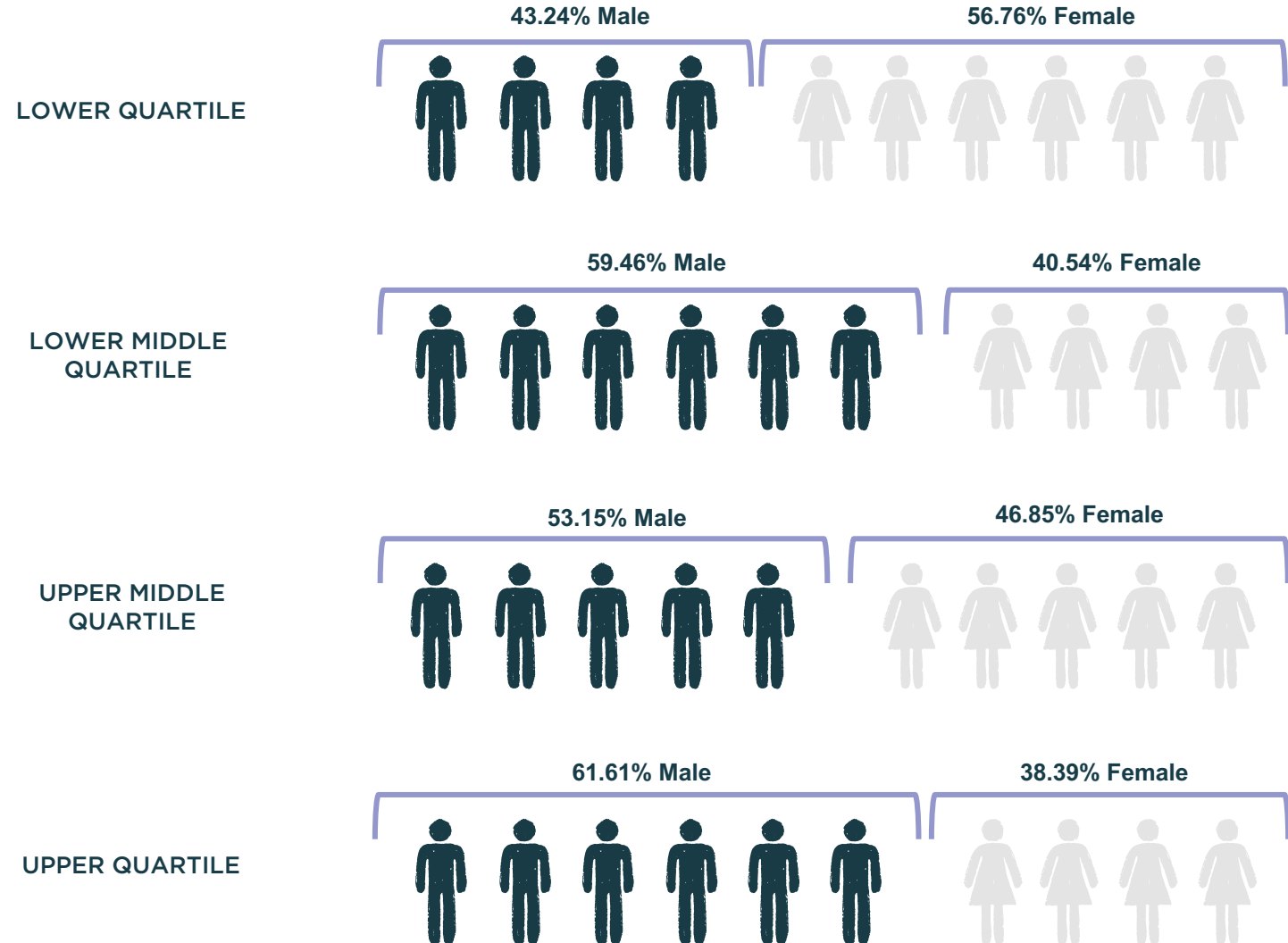
54%
Male



46%
Female



PERCENTAGE OF MALE AND FEMALE IN EACH PAY QUARTER

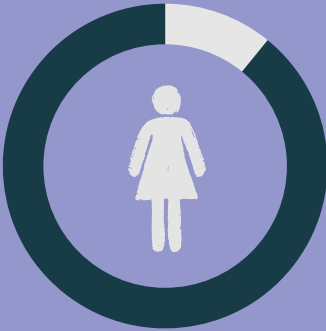


PERCENTAGE RECEIVING BONUS PAY

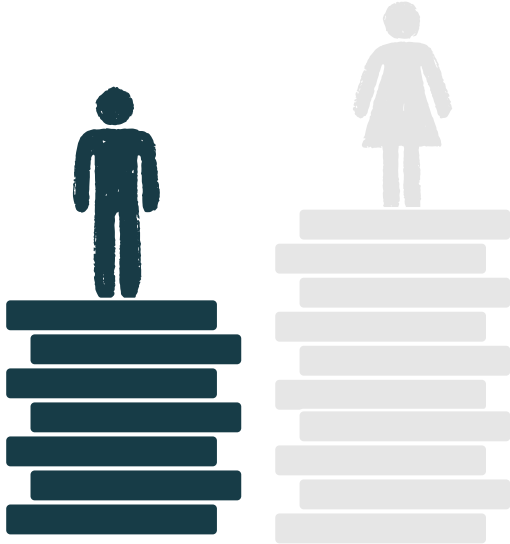
11.87% of men



10.88% of women



MEAN GENDER PAY GAP USING BONUS PAY



Males earn **-35.45%** more than females across the company

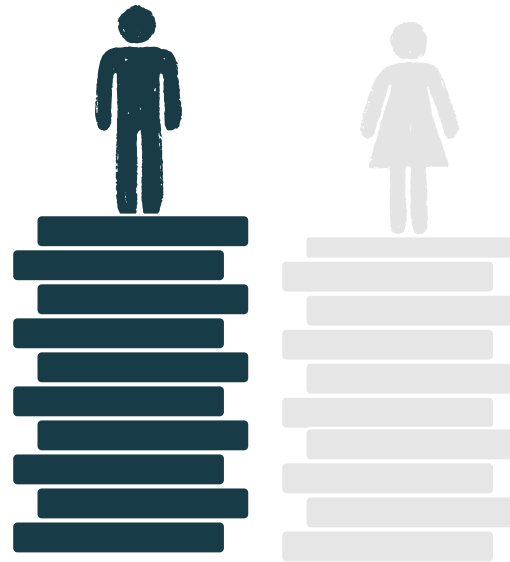
MEDIAN GENDER PAY GAP USING HOURLY PAY



Males earn **60.67%** more than females across the company

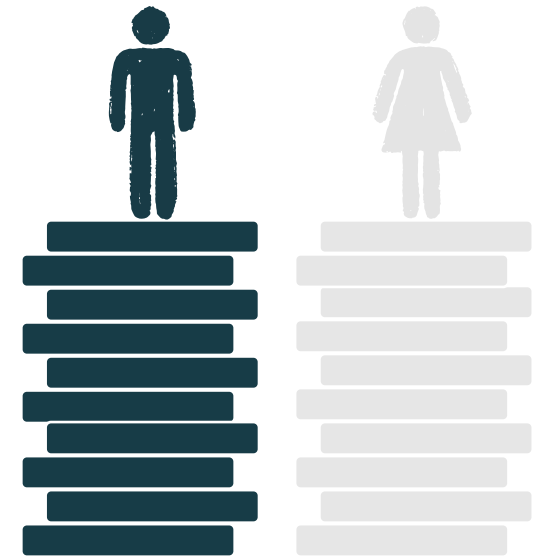
GENDER PAY GAP

MEAN GENDER PAY GAP USING HOURLY PAY



Males earn **6.34%** more than females across the company

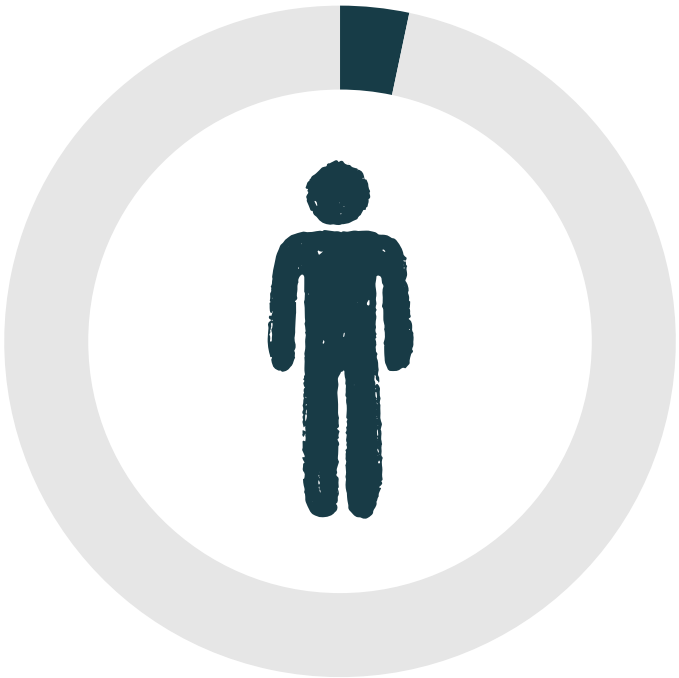
MEDIAN GENDER PAY GAP USING HOURLY PAY



Males earn **1.07%** more than Females across the company

PROPORTION OF MALE AND FEMALE WHO WERE PAID BENEFITS IN KIND (BIK)

3.31% of men



3.94% of women



PERCENTAGE
RECEIVING BENEFITS
IN KIND (BIK)

GENDER PAY GAP ANALYSIS

Almost half of our workforce consist of females, however the gender pay gap exists primarily as a result of there being less females in senior leadership roles. Flexibility within our entry level positions attracts predominantly female candidates. On a positive note, we have seen an increase in the number of males employed in the lower and middle two quartiles of almost 20% since last year.

Since the implementation of our family-friendly benefits in 2021, both male and female employees have derived significant advantages from these policies. Incorporating such benefits has contributed to fostering an inclusive, and a supportive work environment. By extending family-friendly benefits to all employees, we demonstrate our commitment to promoting work-life balance, equal opportunities, and gender equality. These policies create an enabling environment where both male and female employees can fulfil their familial responsibilities without compromising their professional growth.

Our commitment to providing family-friendly benefits such as flexible working hours, paid parental leave, maternity support, childcare subsidies, and wellness programs tailored to their needs, not only benefits individual employees, but also serves as a testament to our dedication in creating a fair and inclusive workplace.

Our new “birthday time off” initiative serves as a shared benefit for all employees. By providing equal opportunities for every team member to receive a special gift, birthday card, and a paid day off, we ensure that gender does not play a role in determining the level of recognition and celebration each individual receives.

By prioritising the well-being and work-life balance of our employees, we contribute to bridging the gender pay gap and fostering a culture of equal opportunity, ultimately driving the success of our business.



COMMITMENT TO AN INCLUSIVE WORKPLACE

Gather & Gather Ireland is committed to developing a truly inclusive working environment and we need to continue working hard to reduce our gender pay gap. We will only be able to address the gender pay gap by removing the root causes and we will use this data to underpin the actions that we take as a business. Below are some of the initiatives we will continue to focus on going forward.



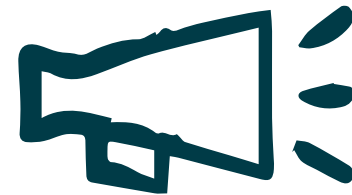
Recruitment

Revamped the design of our adverts to attract the best talent and use inclusive wording



Family friendly

Reviewed our benefits to offer greater support for our people and their families



Employee engagement

Launched our employee engagement survey to better understand how our people feel about their pay, benefits and the culture at Gather & Gather Ireland