

# Gender Pay Gap Report 2024



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From June 2022, organisations with over 250 colleagues are required to report on their hourly gender pay gap across a range of metrics. The gender pay gap is the difference in the average hourly wage of men and women across a workforce – it compares the pay of all working men and all working women; not just those in the same jobs, with the same working patterns or the same competencies, qualifications or experience. The gender pay gap is more than pay; it is about representation of men and women throughout the organisation.

Our gender pay gap statistics are based on every colleague who worked for M Kelliher 1998 Ltd. and received payment for hours worked from 1<sup>st</sup> July 2023 to 30<sup>th</sup> June 2024. Colleagues who were on unpaid leave or unpaid long term sick leave were excluded from the calculations.

### The Gender Pay Gap Reporting requirements are:

- The mean and median pay gap in hourly pay between all male and female colleagues;
- The mean and median pay gap in hourly pay between part-time male and female colleagues;
- The mean and median pay gap in hourly pay between temporary male and female colleagues;
- The mean and median bonus pay gap between male and female colleagues;
- The percentage of male and female colleagues who received bonus pay;
- The percentage of male and female colleagues who received benefit in kind and
- The percentage of male and female colleagues in each of four pay band quartiles.

### For more clarity on the reporting requirements, the main indicators are defined below:

- **Ordinary pay** includes salary, allowances, overtime, pay for piecework, shift premium pay, sick leave pay, salary top-ups during statutory leave, pay for gardening leave and bonus pay, where it applies. Expenses are not included.
- **Hours Worked** represent the total recorded hours worked during the reporting period (overtime included). Hours for which colleagues did not receive payments were excluded.
- **Hourly rate** of each colleague was calculated by dividing their total Ordinary Pay by their total Hours Worked.

## Mean Hourly Remuneration

**Mean (average) hourly rate** was calculated by summing up the hourly rates for all males and females respectively and dividing this figure by the number of people in that gender grouping.

The **mean gender pay gap** is the difference between women’s average hourly wage and men’s average hourly wage.

	All colleagues	Part time colleagues	Temporary colleagues
<b>Males</b>	€23.20	€19.42	€12.00
<b>Females</b>	€22.31	€18.91	€0.00
<b>Variance</b>	€0.89	€0.51	€12.00
<b>Pay Gap</b>	3.8 %	2.6 %	100 %

Compared to 2023, the mean pay gap for all employees has decreased from 5.7% to 3.8%.

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## Median Hourly Remuneration

The **median hourly rate** is calculated by ranking all colleagues from the highest paid to the lowest paid and taking the hourly wage of the person in the middle for both gender groups.

The **median gender pay gap** is the difference between women’s median hourly wage (the middle-paid woman) and men’s median hourly wage (the middle-paid man).

	All colleagues	Part time colleagues	Temporary colleagues
<b>Males</b>	€20.43	€19.53	€12.70
<b>Females</b>	€19.31	€18.27	€0.00
<b>Variance</b>	€1.12	€1.26	€ 12.70
<b>Pay Gap</b>	5.5 %	6.5 %	100 %

## Why do we have a gender pay gap?

Our industry is primarily male dominated. We are working hard to increase female participation in the industry. On 30<sup>th</sup> June 2024, the proportion of females vs males working for M Kelliher 1998 Ltd. was 21% and 79% respectively. Compared to 2023, the proportion of females increased by 2%.

The gender pay gap is also explained by the number of females in management roles. As of 30<sup>th</sup> June 2024, there were 23% females and 77% males in managerial roles compared to last reporting period when there were 21% females and 79% males.

## Bonus (€)

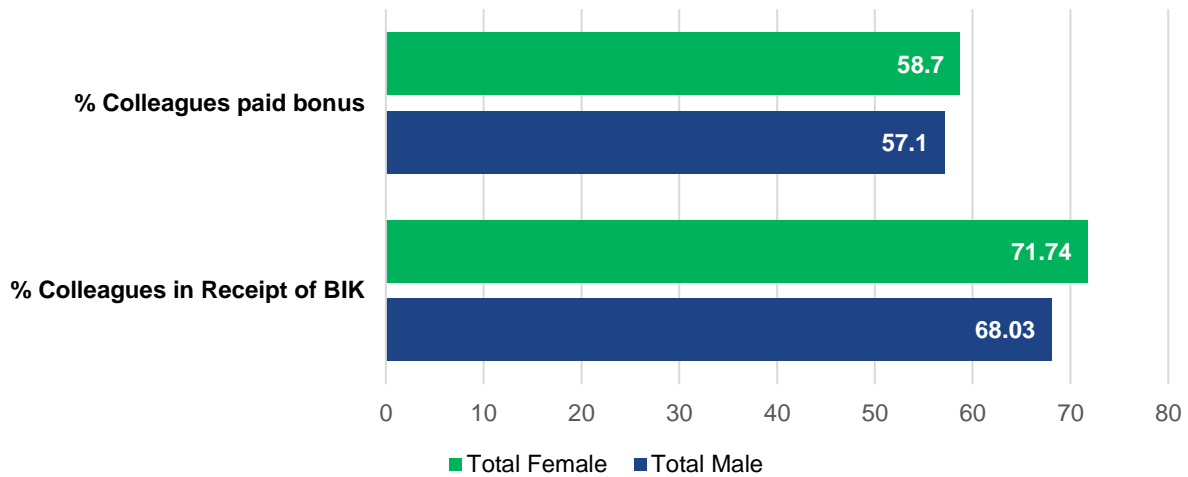
	Mean	Median
<b>Males</b>	4,524	2,500
<b>Females</b>	3,463	2,019
<b>Variance</b>	1,060	481
<b>Pay gap</b>	23.44 %	19.24 %

## Why do we have a gender bonus gap?

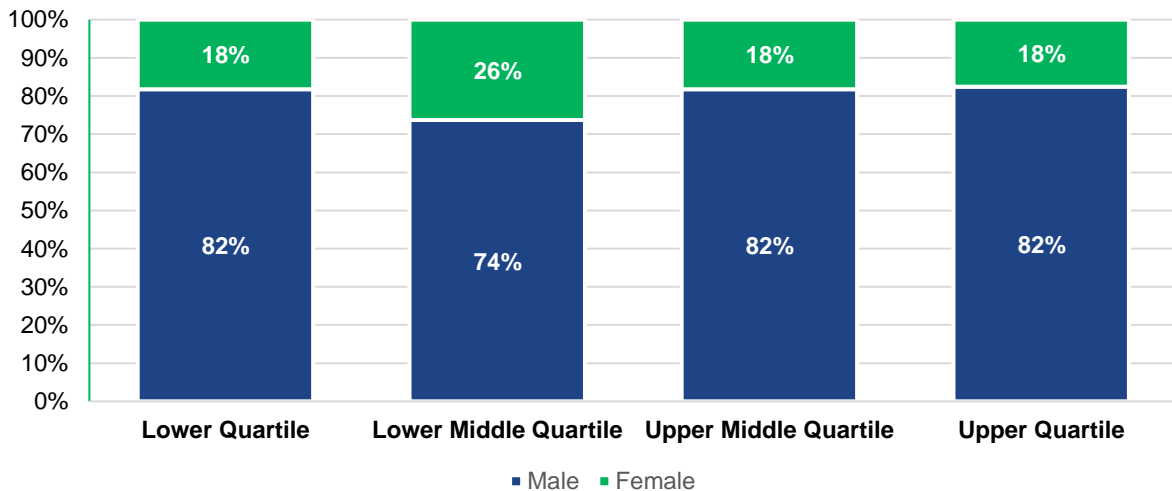
As we address diversity within our Organisation, we are placing a strong emphasis on the number of females working for M. Kelliher 1998 Ltd. As we increase the number of females being recruited, many joined the business after bonus payments had been made. This also accounts for the variances as those with longer service accrue full bonus potential rather than those receiving a pro rata payment as they commenced work throughout the year.

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## Bonus Paid (%)



## Hourly Remuneration



## Where we are succeeding:

- Our Senior Leadership Team is made up of 33% females.
- During the reporting period, 24% of new recruits were females.
- During this reporting period, 71% of female employees were in receipt of Benefit in Kind compared to just 18.9% last year.
- Over 58% of female employees were paid a bonus in this reporting period.
- Our gender pay gap has reduced from 5.7% to 3.8%.
- Internally, we are providing training and flexibility to support and encourage a higher participation of females at management level.
- All colleagues are offered flexible working arrangements including part time hours.

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## What we could do better:

- Achieve a better gender balance at all levels of management and provide training programmes for all colleagues to help facilitate progression to senior roles.
- Increase the overall workforce gender balance which was 79% male and 21% female during the reporting period.
- Put in place a companywide action plan to create an inclusive working environment for everyone.
- Implement a Learning and Development strategy to increase the retention of gender balance across the organisation which will enable us to build a strong pipeline of diverse talent.
- Increase the number of new females recruits for the Logistics/Warehouse and Sales roles.

## We know that there is more to do

We are continuously working to improve our company culture. As we embrace more modern ways of working and introduce automation, our workforce will change with us which will see a more gender balance across all roles. We conduct surveys to listen to the opinions of our colleagues and make recommendations and actions based on this feedback.

Our people are the most valuable assets, and the main goal is to continue building a culture where both males and females thrive and embrace the new opportunities.

## For 2025, we aim to implement the following actions:

### During the recruitment process:

- Maintain a strong focus on sourcing more females for our roles at all levels.
- Promote flexible working arrangements to encourage more female applicants.
- For managerial roles, aim for a gender balanced candidate pool.

### Encourage personal development and support ambition by:

- Encouraging all colleagues to apply for promotions, women in particular.
- Empowering our colleagues who work part time to progress their careers through continuous learning and development.
- Providing support and encouraging colleagues to progress into management roles.
- Maintaining our strategy to promote from within where possible.
- A gender balanced development opportunities.
- Showcasing role models within our Company to inspire others.

Going forward, M Kelliher 1998 Ltd. aims to lower the current gender pay gap. Despite multiple potential challenges, we commit to invest time and resources to address the issues driving the gap.