

2024

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, appearing to read 'Pauline O'Connell', with a long horizontal stroke underneath.

Manging Director

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

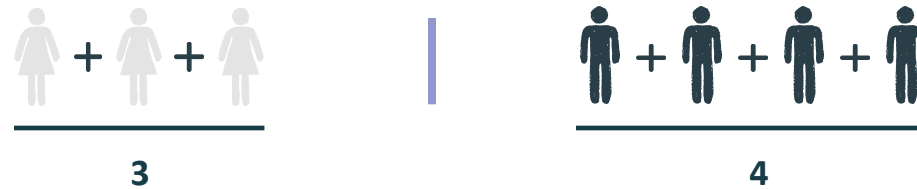
LEGISLATIVE REQUIREMENTS EXPLAINED

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 480 “relevant” employees on the 24th June 2024 (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.)

56% Male



44%
Female

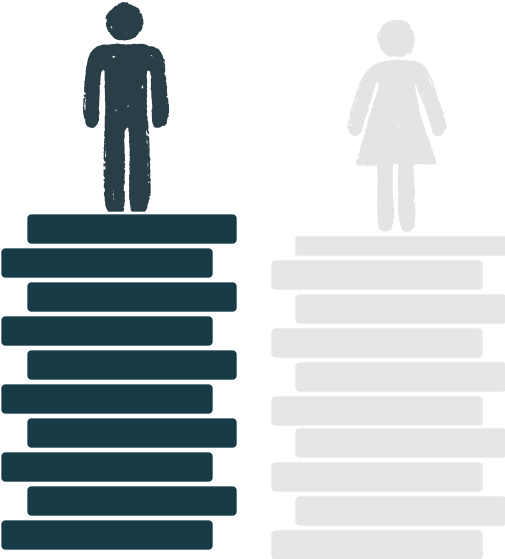


PERCENTAGE OF MALE AND FEMALE IN EACH PAY QUARTER



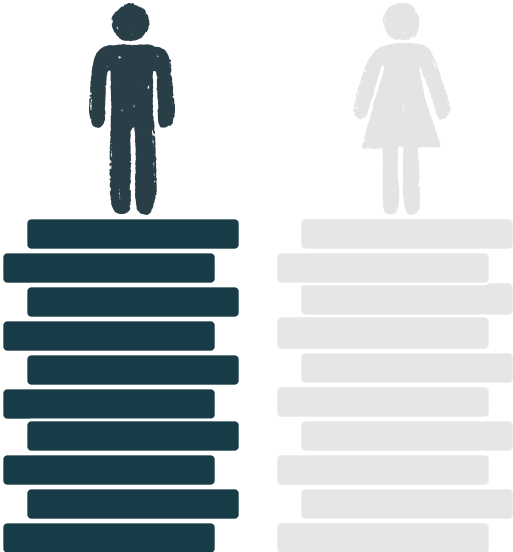
GENDER PAY GAP

MEAN GENDER PAY GAP USING HOURLY PAY



Males earn **6.42%** more than females across the company

MEDIAN GENDER PAY GAP USING HOURLY PAY



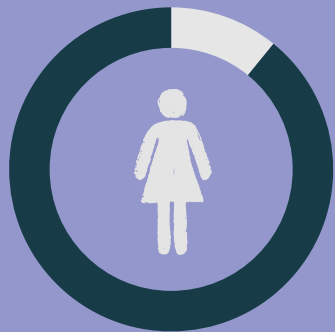
Males earn **5.41%** more than females across the company

PERCENTAGE RECEIVING BONUS PAY

8.00% of males



7.64% of females



MEAN GENDER PAY GAP USING BONUS PAY



Males earn **-18.84%** more than females across the company

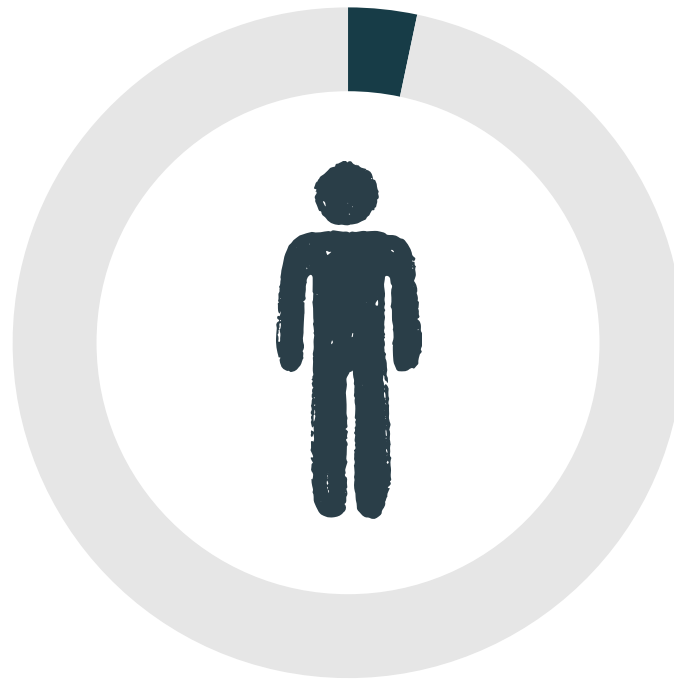
MEDIAN GENDER PAY GAP USING HOURLY PAY



Males earn **38.46%** more than females across the company

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

4.83% of males



4.27% of females



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 slightly less females in senior leadership roles. On a positive note, we have seen an increase in the number of females employed in the upper quartile compared to last year. Flexibility within our entry level positions attracts predominantly female candidates at various stages of their working career.

Historically, the catering and hospitality sector has seen a higher representation of men in certain roles, particularly chef positions which can include senior and executive roles. As these roles often command higher salaries, this can contribute to the current gap. This is a challenge faced by many in this industry, but we are determined to be a part of the solution.

With a range of family-friendly benefits that we offer to both male and female team members, we continue to foster an inclusive and supportive work environment. By extending these benefits to all team members, 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 team members can fulfil their family responsibilities without compromising their professional growth.

Our commitment to providing wellbeing benefits through our Wellbeing Handbook and Mental Health First Aid Group has established ongoing support and guidance to our team members facing day-to-day challenges.

While our gender pay gap figures and pay quartile distributions reflect broader industry norms, we recognise the importance of addressing these disparities. By implementing these initiatives, we aim to create an inclusive workplace where female chefs and team members across all levels can thrive and progress in their careers. Progress will be closely monitored, and we will continue to refine our strategies to foster gender equality within our company.



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.



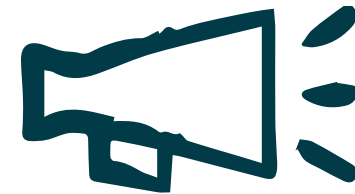
Recruitment

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