

Cedarglade

Gender Pay Gap Report 2023

Introduction

Cedarglade is a part of Musgrave, Ireland's leading food retail, wholesale and foodservice company. The Cedarglade part of the business includes some of Musgrave's company-owned stores and support colleagues.

At Cedarglade, we have already made strides forward in improving female representation in all roles. Our management team is made up of 41% women, up from 31% in 2020. We continue to work to ensure that our colleagues, both existing and future, are treated equally within our business, regardless of their gender, ethnicity, age, or background.

Required Information

The difference between the mean hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean hourly remuneration of employees of the male gender.	4.1%	
The difference between the median hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the median hourly remuneration of employees of the male gender.	-0.6%	
The difference between the mean bonus remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean bonus remuneration of employees of the male gender.	40.8%	
The difference between the median bonus remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the median bonus remuneration of employees of the male gender.	0.0%	
The difference between the mean hourly remuneration of part-time employees of the male gender and that of part-time employees of the female gender expressed as a percentage of the mean hourly remuneration of part-time employees of the male gender.	-4.4%	
The difference between the median hourly remuneration of part-time employees of the male gender and that of part-time employees of the female gender expressed as a percentage of the median hourly remuneration of part-time employees of the male gender.	-1.1%	
	Male	Female
The percentage of all employees of the male gender who were paid bonus remuneration and the percentage of all employees of the female gender who were paid such remuneration.	39.0%	48.0%
The percentage of all employees of the male gender who received benefits in kind and the percentage of all employees of the female gender who received such benefits.	1.6%	0.2%
The difference between the mean hourly remuneration of employees of the male gender on temporary contracts and that of employees of the female gender on such contracts expressed as a percentage of the mean hourly remuneration of employees of the male gender.	0.0%	
The difference between the median hourly remuneration of employees of the male gender on temporary contracts and that of employees of the female gender on such contracts expressed as a percentage of the median hourly remuneration of employees of the male gender.	0.0%	
The respective percentages of all employees who fall within each of:	Male	Female
(i) the lower remuneration quartile pay band,	45%	55%
(ii) the lower middle remuneration quartile pay band,	42%	58%
(iii) the upper middle remuneration quartile pay band, or	38%	62%
(iv) the upper remuneration quartile pay band, who are of the male gender	43%	57%

Understanding Our Gender Pay Gap

In Cedarglade, all colleagues receive the pay rate that is appropriate to their role and reflective of their experience and skills, regardless of gender.

Our pay gap exists due to the following factors:

- First, a higher percentage of store managers are male.
- Secondly, there are more males in senior operations positions within our support function.
- Thirdly, there are more males in skilled roles such as drivers, butchers, and bakers. These roles have been traditionally male dominated and attract higher rates of pay than less skilled roles.
- Fourthly, we offer flexible part-time working options, and many women opt to avail of these options.

Our Actions to Address the Gap

Reducing the gender pay gap has been a priority in our people strategy in recent years. We already have a number of actions underway. These include:

- We are the first Irish business to partner with the LEAD Network (Leading Executives Advancing Diversity) and continue to leverage the expertise, learnings and resources of this network.
 - Our CEO signed the LEAD Network CEO Pledge laying out specific actions for Musgrave to drive greater advancement of women across the business including coaching and mentoring, ensuring there are intentional strategies to drive inclusive recruitment, leveraging employee resource groups and educating colleagues on the impact of bias.
 - We are a co-founder for the LEAD Network Ireland Chapter, that launched in November 2023. The Ireland Chapter will provide a forum for companies to come together to share best practices; build leadership competencies in a safe environment; network; and further the mission to advance female participation in the retail and consumer goods sector.
- The introduction of an Employee Resource Group (ERG) focused on gender that supports the identification of strategies and actions to remove any barriers to inclusion. The work of this ERG has led to a new Executive Mentoring programme to support talent development, set up of a Menopause Support Network and Resource Hub in October 2023 and the design of new skills development masterclasses that will be introduced in 2024.
- Reduced hours of working per week for store management teams to promote a better work life balance and make the roles more attractive to a wider range of applicants.
- Facilitating and encouraging hybrid, remote, and flexible working where possible.
- We launched GenRep, our shadow youth Board, in 2021. It is made up of nine young colleagues aged between 22 and 30 who are from a mix of genders, backgrounds and experiences. GenRep amplifies the voice and ideas of the next generation and has been tasked with bringing new ideas and positive disruption to the business.
- Clear career pathway opportunities highlighted for all roles within our business.
- Actively seeking to improve diversity in all roles through creating an inclusive and welcoming work environment, advertising campaigns, and supporting existing colleagues to develop and grow within Cedarglade.
- We continue to roll out unconscious bias training to hundreds of colleagues.
- We are updating a wide range of policies to foster inclusivity and diversity and introducing new policies. Earlier this year we updated our maternity leave policy and extended our maternity leave benefit to more colleagues.
- We offer mentoring to support the development and progression of our colleagues