

# **Musgrave Operating Partners Ireland**

## **Gender Pay Gap Report 2023**

### **Introduction**

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

At MOPI, we have already made strides forward in improving female representation in all roles. Our senior management team is made up of 50% women and 50% men, an increase from 20% in female representation since 2018. We will continue to work to promote equal opportunities across our business. We strive to be a forward-looking, innovative company that is a positive place to work for all our colleagues.

We welcome the introduction of Gender Pay Gap reporting by the Government. It aligns with our values, it makes business sense, and most importantly, it is the right thing to do.

## 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.	12%	
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.	9.6%	
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.	35.1%	
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.	16.0%	
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.	4.8%	
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.	6.5%	
	<b>Male</b>	<b>Female</b>
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.	90.3%	88.8%
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.	2%	1%
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.	2.3%	
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.	1.6%	
<b>The respective percentages of all employees who fall within each of:</b>	<b>Male</b>	<b>Female</b>
(i) the lower remuneration quartile pay band,	39%	61%
(ii) the lower middle remuneration quartile pay band,	38%	62%
(iii) the upper middle remuneration quartile pay band, or	47%	53%
(iv) the upper remuneration quartile pay band, who are of the male gender	68%	32%

## **Understanding Our Gender Pay Gap**

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

Our gender pay gap exists due to the following factors:

- First, the majority of our store managers are male. This is also the reason for the difference in mean bonus remuneration.
- Secondly, there are more males in senior positions within our support functions.
- 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.
- Finally, there is a number of men who have long service, and this is reflected in their remuneration packages, including some bonus arrangements.

## **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.
- 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.
- 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 MOPI.

- 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 continue to roll out unconscious bias training for all people managers.
- Offering mentoring to support the development and progression of our colleagues