

Musgrave Operating Partners Ireland

Gender Pay Gap Report 2024

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.

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.	10.1%	
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.	4.3%	
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.	35.8%	
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.	19.7%	
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.	2.3%	
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.	1.6%	
	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.	92.3%	92.4%
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.	2.5%	1.3%
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.	2.4%	
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.	3.3%	
The respective percentages of all employees who fall within each of:	Male	Female
(i) the lower remuneration quartile pay band,	48%	52%
(ii) the lower middle remuneration quartile pay band,	41%	59%
(iii) the upper middle remuneration quartile pay band, or	45%	55%
(iv) the upper remuneration quartile pay band, who are of the male gender	67%	33%

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 are several male colleagues 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:

- In 2024, MOPI launched a Women in Retail Programme to encourage females in our business to move into management roles in stores. The programme for 2024 includes up to 40 females across our network, who are supported with training and development initiatives specifically targeted to this group. Further programmes will be launched in 2025.
- We have 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.
- We facilitate and encourage hybrid, remote, and flexible working where possible.
- GenRep, our shadow youth Board continued for its third year. 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.
- We actively seek to improve diversity in all roles through creating an inclusive and welcoming work environment and advertising campaigns, and through supporting existing colleagues to develop and grow within MOPI.
- Updating a wide range of policies to foster inclusivity and diversity and introducing new policies.
- We continue to roll out unconscious bias training for people managers.
- We continue to offer mentoring to support the development and progression of our colleagues.
- 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 provides 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.

- This year, Musgrave announced our membership of the 30% Club, a global campaign dedicated to advancing gender balance in leadership.
- Our Gender Employee Resource Group (ERG) continue to support the identification of strategies and actions to remove any barriers to inclusion. The work of this ERG led to a new Executive Mentoring programme which is in its second year.
- Our Menopause Network continues provide a safe forum for colleagues to share insights and experiences and raise awareness about menopause across the business.