

Musgrave Ltd

Gender Pay Gap Report 2024

Introduction

Musgrave is Ireland's leading food retail, wholesale and foodservice company. Together with our independent retail partners, we support more than 41,000 jobs in more than 1,000 stores and offices. We partner with thousands of retail and foodservice family businesses through some 17 market-leading food and beverage brands that include SuperValu and Centra. Our employees are engaged in a wide range of activities including warehouse, transport, wholesale, and office-based roles.

At Musgrave, everything we do is focused on our purpose: Growing Good Business. As a 148-year-old family business, we firmly recognise that we will always have more to do to leave a positive and lasting legacy for future generations. This is why we support Gender Pay Gap reporting by the Government. These reports will help us to ensure that we make the world more equitable, more diverse, and more inclusive going forward.

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.	-9.6%	
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.	-18.7%	
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.	4.7%	
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.	5%	
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.	-55.1%	
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.	-16.9%	
	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.	91.5%	87.4%
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.	6%	8%
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.	-6.4%	
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.	-9.2%	
The respective percentages of all employees who fall within each of:	Male	Female
(i) the lower remuneration quartile pay band,	77%	23%
(ii) the lower middle remuneration quartile pay band,	85%	15%
(iii) the upper middle remuneration quartile pay band, or	74%	26%
(iv) the upper remuneration quartile pay band, who are of the male gender	68%	32%

Understanding Our Gender Pay Gap

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

Our reverse gender pay gap exists due to the following factors:

- A higher proportion of men are hourly paid employees whereas a higher proportion of women are salaried employees and many of these salaried roles are professional/technical and have a higher earnings capacity.
- As there are fewer numbers of females working with Musgrave, statistically the mean hourly figure is more likely to be higher for the female cohort.

Our Actions to Address the Gap

Musgrave's purpose is Growing Good Business. Driving Inclusion and Diversity is a key part of our strategy. Our ambition is to be an inclusive and diverse organisation that is committed to delivering sustainable value for our business, colleagues, and the communities in which we operate.

To progress this, we have a number of actions already underway. These include:

- We have a hybrid work model, Work Smart @ Musgrave. This allows colleagues the option to alternate their time between connecting and collaborating in the office and working remotely. We continually engage with colleagues to gain feedback and insights on our ways of working as well as looking at what can be improved.
- We are updating a wide range of policies to foster inclusivity and diversity, and we are introducing new policies.
- 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 continue to roll out unconscious bias training to hundreds of colleagues.
- We review our job adverts, using a gender decoder tool to ensure they are inclusive.
- We 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) continues 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 now in its second year.

- Our Gender ERG organised and hosted the first 'Bring Your Daughter to Work Day' event. The aim of this event was to engage and educate young girls on the career opportunities available at Musgrave and in the retail industry and inspire them to consider a career in the retail and FMCG sector.
- Our Gender ERG is also helping raise awareness of different career paths to encourage the development and progression of colleagues.
- Our Menopause Network continues to provide a safe forum for colleagues to share insights and experiences and raise awareness about menopause across the business.