



# 2023 Gender Pay Gap

# GENDER PAY GAP REPORTING

This report is being published in line with new legislation from the Irish government. This requires employers with 250 employees or more to outline the difference between what males and females are paid.

## What does the Gender Pay Gap Measure?

- The Gender Pay Gap measures the gap between males and females pay across the business, regardless of role or seniority. We are required to report the following calculations;
  - Total Pay Gap – Mean and Median
  - Bonus Pay Gap – Mean and Median
  - Proportion of males and females receiving Bonus Pay
  - Proportion of males and females receiving Benefit in Kind
  - Proportion of males and females in different Pay Quartiles
- The gender pay gap does not consider the different jobs or responsibilities that individual males and females may have. This means that it is not equal pay for equal work.
- Like many other companies; our hourly pay gap is driven by having fewer females than male colleagues and primarily by having fewer females in senior roles.

# MANOR FARM GENDER PAY GAP REPORTING 2023

## Mean (Average) and Median (Middle) Gender Pay

Gender Pay	Mean	Median
Full Time	15.02%	3.09%
Part Time	7.24%	4.23%
Temporary	100%	100%

## Proportion of males and females receiving a Bonus

Gender	Received Bonus
Male	10.68%
Female	10.73%

## Proportion of males and females receiving a Benefit In Kind

Gender	Received BIK
Male	2.72%
Female	1.14%

Bonus	Mean	Median
All Employees	44.53%	30.64%

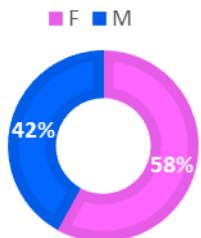
## Lower Quartile

## Lower Middle Quartile

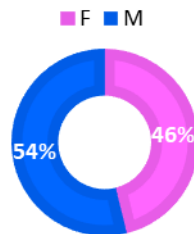
## Upper Middle Quartile

## Upper Quartile

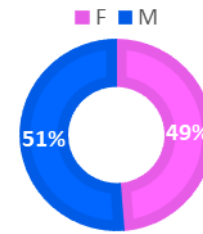
### LOWER QUARTILE



### LR MIDDLE QUARTILE



### UPPER MIDDLE QUARTILE



### UPPER QUARTILE

