



ArraTipp

GENDER PAY GAP
REPORT

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INTRODUCTION TO GENDER PAY GAP

The European Commission's Gender Equality Strategy 2020–2025 prioritises equal access to the economy for both women and men. A key objective is closing gender gaps in the labour market and promoting equal opportunities.

Aligned to this objective, the Gender Pay Gap Information Act 2021 and its related statutory instruments requires Irish employers to report on their gender pay gaps, grounded in transparency, accountability, and progress on workplace gender equality.



GPG IN CONTEXT KEY STATISTICS

**Sources: Central Statistics Office (CSO), Eurostat, Corporate published reports, World Economic Forum*

IRELAND'S GENDER PAY GAP <small>(CSO 2022)</small>	9.6%
EU AVERAGE GENDER PAY GAP <small>(EUROSTAT 2023)</small>	12%
CORPORATE REPORTS (IRELAND) <small>(2023)</small>	11.2%
GLOBAL GENDER PAY GAP <small>(WORLD ECONOMIC FORUM 2024)</small>	31.5%
ARRATIPP GENDER PAY GAP <small>(2025 GENDER PAY GAP)</small>	19.9%

GENDER PAY GAP EXPLAINED

Definition

The Gender Pay Gap (GPG) represents the difference in the average hourly wage of men and women across the entire workforce.

It's important to note that a gender pay gap does not mean unequal pay for equal work. The right to equal pay for equal work in Ireland is already protected under the Employment Equality Acts 1998–2015, the gender pay gap typically reflects differences in how men and women are represented across various roles and levels within an organisation.

GPG reports seek to identify themes or patterns that influence high gender pay gaps and seeks to address those through targeted initiatives.

Key Factors

- The mean GPG, is found by finding the average hourly pay of all men and the average of all women and expressing the difference as a percentage.
- The median GPG is found by comparing the middle-paid women's hourly pay with the middle-paid man and expressing the difference as a percentage.
- A positive Gender Pay Gap means women earn less than men on average.
- A negative Gap means men earn less than women on average.
- The legislation requires that only male and female genders are reported, so non-binary employees are omitted for the purpose of GPG reporting.

COMPANY STATEMENT



Eamon O'Sullivan

"I am pleased to present ArraTipp's 2025 Gender Pay Gap Report, prepared in full compliance with the Gender Pay Gap Information Act 2021. ArraTipp is a cooperative manufacturer of high quality dairy and agri products for the national and international markets

As an organisation operating within the regulated food processing and manufacturing sector, we recognise the importance of transparency, accountability, and fairness in every aspect of our business. This includes how we recruit, reward, and develop our people who are a key part of our success. The Gender Pay Gap and the principle of equal pay are very different measures and we are committed to the principle equal pay for all our employees having reduced our Gender Pay Gap year on year up to 2024.

Arrabawn Co-op has presented Gender Pay Gap reports for the past three years. 2025 is the first time that Tipperary Co-op has submitted a report, as part of the ArraTipp submission. We have been through a period of significant change and this year's snapshot period follows a merger between Arrabawn Co-op and Tipperary Co-op. As part of becoming a single cooperative business, we face new challenges of merging our talent management and reward practices and taking the opportunity to assess our progress, challenge ourselves to do more, and demonstrate our ongoing commitment to building a diverse, equitable, and inclusive workplace."



REFLECTING ON OUR 2025 RESULTS

ArraTipp's Gender Pay Gap 2025 Report is based on a reference period between 1st July 2024 – 10th June 2025. On the snapshot date of 30th June 2025, there were a total of:



463
PEOPLE EMPLOYED
(105 female; 358 male)



38
PART-TIME PEOPLE
EMPLOYED



47
TEMPORARY PEOPLE
EMPLOYED



INDUSTRY CONTEXT

Reflecting on Our 2025 Results

The food manufacturing sector in Ireland employs a large workforce of over 160,000 employees in the State contributing to Ireland's export and trade surplus. Food manufacturing plays an important part in the overall manufacturing sector as well as having a vital role for employment in the rural economy.

The sector bases its reputation on a high skilled production and processing workforce with a mix of skilled operations staff and qualified staff in technical and support functions.

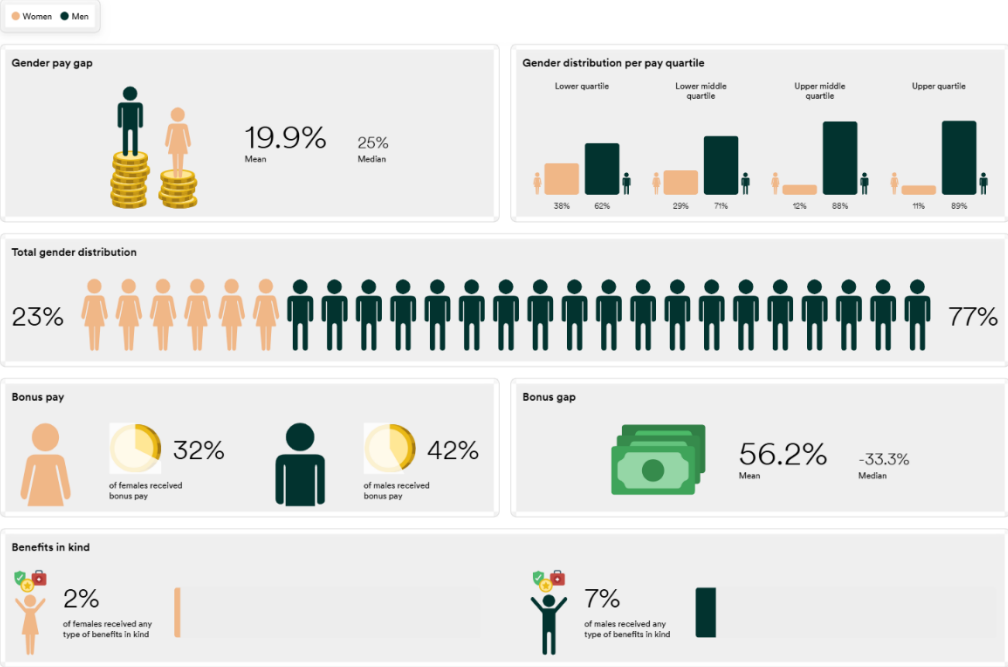
- Factors that drive gender pay gaps in this sector include:
- underrepresentation of women in senior leadership roles;
 - a lower level of female employees in production roles that often attract a higher element of shift

- and/or unsociable hours premia;
- underrepresentation of females in relevant science and technical subjects in third level education;
- and structural/work life balance choices more commonly seen across the Irish workforce.

The pay gap range amongst larger food manufacturers who have already been reporting in the last 3 years sits in a range around 2% to 40%. On review of other similar cooperative and dairy production businesses a similar range from close to 0% to 37% can be seen. Our current mean Gender Pay Gap sits in the middle of this range and been created by the merger of two existing dairy business with different reward and development models.

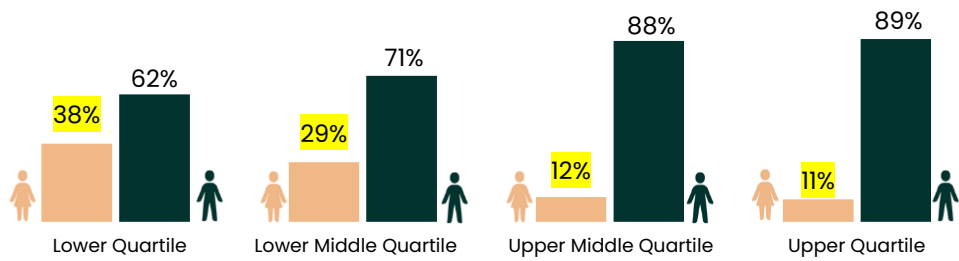
OUR GENDER PAY GAP RESULTS 2025

Metrics Reporting



QUARTILE DISTRIBUTION

Gender distribution per pay quartile



The total gender distribution is 23% female and 77% male across the organisation. There is a very high male representation across all pay quartiles. Female representation is particularly low in the upper middle and upper quartiles.

WHAT THIS MEANS

Key Findings

The results of our first Gender pay gap results for 2025 show a mean gender pay gap of 19.9% and a median gender pay gap of 25%. Despite an increase in our pay gap post merger, our results sit in the middle of the range of other dairy producers and provide a good base to make further progress in

coming years. The results for part time employees (-18.3%), and temporary employees (8.9%) gaps each show a smaller pay gap. However, the mean bonus gap of 56.2% remains high.

Understanding the Gap

Our employee population is 23% female and 77% male with weaker female representation across in the two higher quartiles. This also reflects the trends in our sector with a history of more males than females applying for production and senior management vacancies that arise. Operators are predominantly male, and they are able to significantly increase their base salary through shift premia and overtime payments.

Female colleagues are better represented in technical and support functions and remain underrepresented at senior managerial level. These factors are the key drivers for our mean Gender Pay Gap. The mean Bonus Gap is also significant. It is driven by higher salaries and bonuses on average being associated with seniority and role responsibilities.

PLANNED INITIATIVES FOR 2026

This report has been prepared in full compliance with these statutory requirements, reflecting both our transparency and our broader corporate responsibility to employees, investors, and the wider community. While we accept that the changes in the organisation have led to a worsening of the Gender Pay gap in 2025, we remain committed to developing strategies to address this position over time and to contribute positively to the industry-wide conversation about representation, inclusion, and equity in Ireland's food manufacturing sector.

Balanced Representation

Addressing areas of underrepresentation of women in parts of our workforce through the development of career management tools including creating development and career planning pathways for women to drive succession across the whole organisation.

New Governance Structures

Emphasising diversity, including gender diversity, in our workforce across the merged organization through refreshing our management structures including on our Representation Committee and Board.

Recruitment Practices

Further developing best practice in recruitment to ensure that we are able to increase the diversity of candidates applying for and securing roles at all levels. Techniques will include training on unconscious bias that can be applied to recruitment and performance management practices.

Wellbeing

Embarking on new wellbeing initiatives in 2026. This will include building on the success of achieving the IBEC Keep Well award in 2025.

Family Friendly Workplace

Reviewing and developing a range of family friendly policies and practices to ensure that the employee experience encourages more employees to stay for longer. This will include the introduction of paid Maternity Leave in January 2026 and an upgraded EAP scheme to support employees in coping with all aspects of their lives.

Pay Transparency

Continuing preparations for Pay Transparency by implementing a pay equity analysis with timebound remediation to safeguard against any potential disparities. This will include ongoing work to align pay to reduce the gap between the two merged organisations.



Ireland's comprehensive 2025 Gender Pay Gap Report showcases the company's commitment to addressing gender imbalances in the workplace.



By transparently sharing their results and planned initiatives, the organisation demonstrates its dedication to fostering a more equitable and inclusive work environment.



The report serves as a valuable resource for stakeholders, employees, and industry peers, showcasing Ireland's leadership in promoting gender equality and driving meaningful change.

STATUTORY REPORTING GENDER PAY GAP METRICS

1. Mean hourly gender pay gap (all)	19.9%
2. Mean hourly gender pay gap (part-time)	-18.3%
3. Mean hourly gender pay gap (temporary)	8.9%
4. Median hourly gender pay gap (all)	25%
5. Median hourly gender pay gap (part-time)	-9.2%
6. Median hourly gender pay gap (temporary)	-1.6%
7. Mean hourly performance related bonus gender pay gap (all)	56.2%
8. Median hourly performance related bonus gender pay gap (all)	-33.3%
9. Percentage of employees per gender to receive a performance related bonus remuneration	(F) 32%
	(M) 42%
10. Percentage of employees per gender to receive benefit-in-kind	(F) 2%
	(M) 7%
11. Percentage of employees within lower remuneration quartile	(F) 38%
	(M) 62%
12. Percentage of employees within lower middle remuneration quartile	(F) 29%
	(M) 71%
13. Percentage of employees within upper middle remuneration quartile	(F) 12%
	(M) 88%
14. Percentage of employees within upper remuneration quartile	(F) 11%
	(M) 89%

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25



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