

# Gender Pay Gap

2024



# Kefron Group – Gender Pay Gap

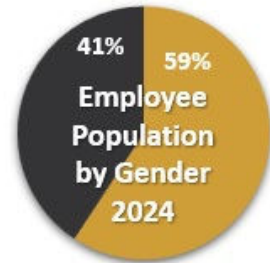


## Results :

- Kefron Group Gender Pay Gap for 2024 is **14.06%** in favour of males
- This means there is a difference in the average hourly rate of pay between male & females of approx. 14.06% in favour of males as a result of the roles that females hold in the organisation (for every €1.00 a male earns, females earn approx. €0.86)
- Data was collected using snapshot date of 30<sup>th</sup> June 2024 (1<sup>st</sup> Jul 2023 to 30<sup>th</sup> June 2024). In the 12 month period to that date there were **221 people** on the payroll in Ireland (**131 male 59% & 90 female 41%**)
- The main contributor to the pay gap in Kefron Group is the fact that a higher number of males hold more senior roles within the organisation & due to the nature of the warehousing & logistics industry which continue to be a more male dominated environment. This also aligns with trends observed in similar technology roles within our Digital business.
- Kefron Group continue to promote a positive working environment for all. Kefron continue to ensure all employees have equal access to promotional opportunities, flexible working arrangements & career development

# Kefron Gender Pay Gap Results *(12 months ending 30/06/2024)*

2024



*Total population 221,  
90 Female (41%), 131 Male (59%)*

## HOURLY PAY 2024

*(includes bonus & commissions)*

Mean Difference 14.06%

Median Difference -0.13%

## BONUS PAY 2024 *(includes commissions)*

Mean Difference 29.85%

Median Difference 21.27%

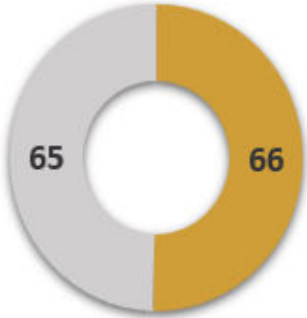
### Behind the numbers:

- Overall staff in the relevant period (12 months ending 30/06/24) is 221 (both male & female)
- We have more males in the organisation than females (59% male, 41% female)
- We have more males than females at director & manager level in the organisation meaning males are holding roles with higher pay
- At the level below manager, we have a higher proportion of males in the organisation, reflective of our industry in terms of warehousing & logistics typically being predominantly male
- Females are paid on average 14.06% less than males across the entire organisation again as a result of the mix of males in more senior roles (male €23.66 vs female €20.33)
- Females are paid on average 29.85% less than males in terms of bonus/ commission as a result of the mix in the organisation, skewed by small number of males earning high commissions (male €2995 vs female €2101)
- Overtime when required, is offered to all eligible employees equally. In the reporting period, overtime was availed of by more men, thereby increasing the male pay profile
- The difference between the mean & the median above is skewed by a small group of male higher earners

# Kefron Gender Pay Gap Results *(12 months ending 30/06/2024)*

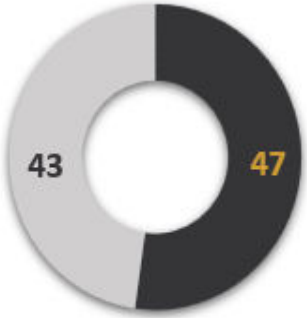
## 2024 PROPORTION OF MALE AND FEMALE RECEIVING A BONUS & BIK

PROPORTION OF MALE RECEIVING A BONUS OUT OF MALE POPULATION



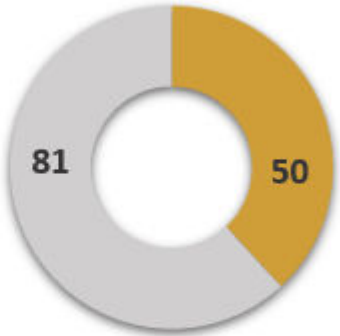
*Total Male population of 131, of which 50.38% (66) receive a bonus*

PROPORTION OF FEMALE RECEIVING A BONUS OUT OF FEMALE POPULATION



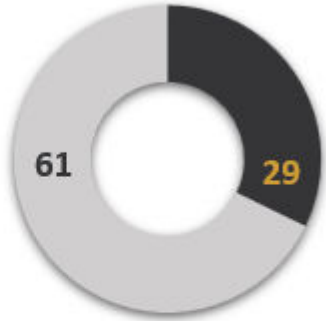
*Total Female population of 90, of which 52.22% (47) receive a bonus*

PROPORTION OF MALE RECEIVING BIK OUT OF MALE POPULATION



*Total Male population of 131, of which 38.17% (50) receive BIK*

PROPORTION OF FEMALE RECEIVING BIK OUT OF FEMALE POPULATION

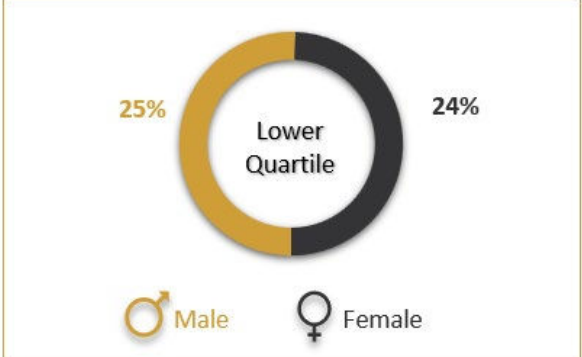
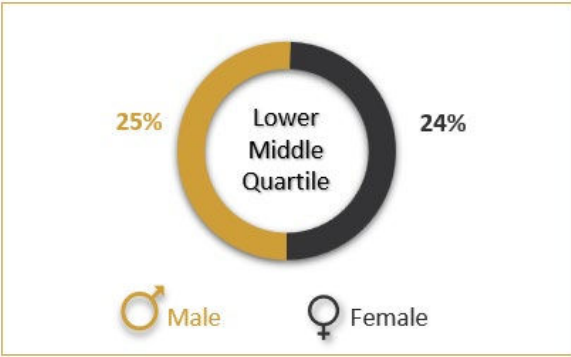
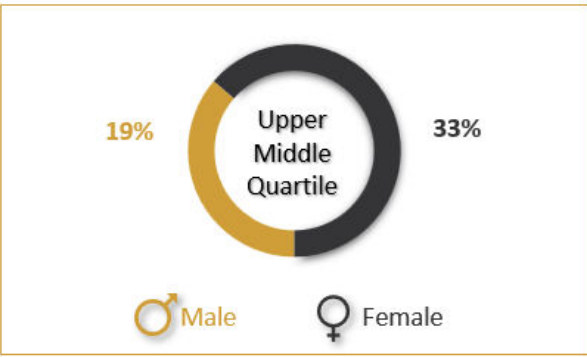
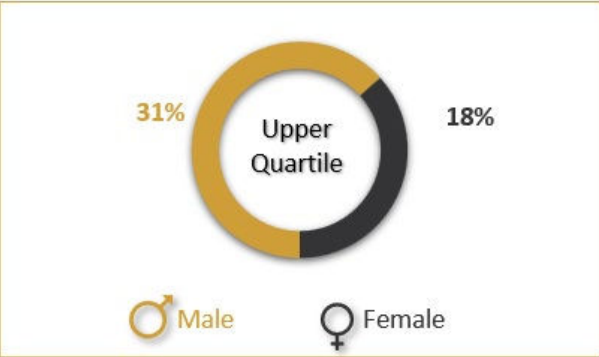


*Total Female population of 90, of which 32.22% (29) receive BIK*

# Kefron Gender Pay Gap Results *(12 months ending 30/06/2024)*



## PROPORTION OF MALE AND FEMALE IN EACH PAY QUARTILE



We are required to divide our hourly pay into 4 quartiles with an equal number of employees in each quartile (25% of workforce ranked by pay). Results are based on the number of employees split male & female in each.

There are a higher number of males in the upper quartile (31%) vs females (18%) . Therefore the male earnings in the highest category have increased & the female earnings in the highest category have decreased. With the exception of upper middle quartile males outnumber females in each.

Kefron had an increased attrition rate over the last 12 months; rising from 4% to 10% however only 28% of the permanent leavers year to date in 2024 are female.

Each quartile represents approx. 55 employees.

# Kefron Group Commitment



FLEXIBLE AND REMOTE WORKING	PAY TRANSPARENCY	RECRUITMENT AND SELECTION	DIVERSITY AND INCLUSION	EMPLOYEE EXPERIENCE	WOMEN IN LEADERSHIP
<p>We have developed our remote and flexible working policy in line with new legislation and enhanced with our culture of supporting all of our employees with work life balance, family commitments and flexible work practices. We build in anchor days to facilitate and nurture team building and collaboration, we communicate regularly and host company wide events to ensure that our values and culture remain aligned, that employees are updated on the strategy and that everyone feels part of our journey, regardless of where they work.</p>	<p>The remuneration committee undertakes a benchmark all of all roles on an annual basis to ensure our compensation is equal, fair and competitive in the market. This benchmark is also completed at Board level and at senior management level. Pay equality is in place and is aligned with national minimum wage increases. We provide increased reward based on service and performance.</p>	<p>We actively promote internal promotion over external hires and over the last 2 years, over 30% of our vacancies have been filled internally. We continue to review our policies and job descriptions for universal design and welcome applicants from all walks of life. We also continue to work towards attracting more diverse candidates through our recruitment channels, our Trusted Partner status and our social media activities around employee value proposition.</p>	<p>50% of our employees are non Irish and 39% of our employees are female. We celebrate all of our employees by embedding an inclusive working environment, celebrating our different nationalities along with supporting our women with menopause training, promoting health in the workplace and international women's days. We have achieved the Silver award in Diversity from the Irish Centre for Diversity and are working towards the gold standard.</p>	<p>We provide support and a sense of community to all employees through training, development and engagement initiatives. We seek feedback annually through our employee survey and actions are taken to ensure that employees have the freedom to bring "their whole selves" to work every day. We also offer numerous wellness and diversity initiatives that offer support and tools to employees to proactively manage their wellbeing.</p>	<p>We have identified a number of our female employees and are investing in them through our High Potentials programme, (50% of the 2024 programme are female), external further education qualifications and our MD Skip level leadership initiative. We plan to extend this further throughout the Group to drive the retention and progression of female talent. This includes our women's network which was set up in 2023 in support women in all roles of the business.</p>

# Kefron Gender Pay Gap Results *(12 months ending 30/06/2024)*

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## Rationale behind the numbers:

- We continue to have more males than females at director & manager level in the organisation meaning males are holding roles with higher pay and at higher bonus levels.
- The Filestores and Digital industries are predominantly male oriented, and our hires for the last 12 months increased from 54% male to 68% male, despite actively recruiting for all genders. We have employed a female non-executive director in the last 12 months however her details are not included due to fact all INEDs are excluded from this report due to the nature of their contract.
- We've had an increased attrition rate over the last 12 months; rising from 4% to 10%. Only 28% of the permanent leavers year to date in 2024 are female. Most left for personal reasons (relocation or family) and some cited salary or new opportunities for their reason for leaving.

# Glossary

Term	Definition and Calculation
Reporting Period	12 months ending 30 <sup>th</sup> June 2024
Equal Pay	Male & Female performing the same (or similar) work and receiving the same pay
Gender Pay Gap	The difference in average hourly rate of pay between ALL male & females in the organisation regardless of the job expressed as % of average males earnings
Employee Population by Gender	Total Employees 221, Men 131 and Female 90
Ordinary Pay	Includes Standard Hourly earning, Overtime hourly earnings, Back Dated Rate, Illness Benefit, Expenses, Holiday pay and Maternity Pay
Bonus Pay	Includes Bonus and Commission earned
Benefit in Kind (BIK)	VHI Healthcare & Car Allowance
Total Hours Worked	Standard Hours and Overtime Hours. For salaried staff, standard hours are calculated based on 40 hours per week
Hourly Remuneration	Calculated based on Ordinary Pay + Bonus Pay, divided by the Total hours worked
Upper Quartile Range	Hourly remuneration range €69.67 to €26.49 average €41.34 <i>*average 55 employees in each quartile</i>
Upper Middle Quartile Range	Hourly remuneration range €26.41 to €16.12 average €19.64
Lower Middle Quartile Range	Hourly remuneration range €16.11 to €11.04 average €15.00
Lower Quartile Range	Hourly remuneration range €14.01 to €11.30 average €12.90 <i>*minimum wage Ireland 2024 €12.70 per hour</i>
Mean	Average of a range of values
Median	The value that falls in the middle of a range of values when data is organised from least to greatest
Mean Hourly Remuneration	Mean for Male €23.66 less Mean for Female €20.33, divided by Mean for Male (14.06%)
Mean Bonus	Mean for Male €2995 less Mean for Female €2101, divided by Mean for Male (29.85%)
Median Hourly Remuneration	Median for Male €16.11 less Median for Female €16.11, divided by Median for Male (-0.13%)
Median Bonus	Median for Male €3556 less Median for Female €2800, divided by Median for Male (21.27%)