

Barryroe Co-op

Gender Pay Gap Report 2025

Snapshot date: 30/06/2025

Introduction

Barryroe Co-op is a farmer owned multi-purpose agribusiness. Its range of business includes purchasing milk, grain and pigs from its farmer shareholders, manufacturing animal feedstuffs, supplying farm inputs, building materials and hardware, as well as grocery retailing.



Its retail operations service the needs of the Co-op's owners, providing goods and services to the rural communities stretching from Ring, Clonakilty on the west to the Old Head of Kinsale on the east. The Co-op services this coastal area of west Cork through its five branches: Barryroe, Ballinspitple, Inchybridge, Kilbrittain and Darrara.

What is Gender Pay Gap Reporting?

Gender pay gap reporting requires employers to publish their average hourly pay gap between men and women. The purpose is to increase transparency, hold employers accountable, and encourage measures to reduce or eliminate pay disparities.



What does the Gender Pay Gap Measure?

The Gender Pay Gap measures the gap between male and female pay across the business, regardless of role or seniority. We are required to publish the following calculations:

- Total Pay Gap – Mean and Median – permanent staff
- Total Pay Gap – Mean and Median – temporary staff
- Bonus Pay Gap – Mean and Median
- Proportion of men and women receiving bonus pay
- Proportion of men and women in different pay quartiles.

The gender pay gap does not take into account the different jobs or responsibilities that individual men and women may have. This means that it is not the same as equal pay for equal work. Equal pay for equal work is a legal obligation requiring that men and women are paid equally where they are doing the work that is the same, similar, or of equal value. Men and women are paid equal pay for equal work at Barryroe Co-op.



Overview

Producing this, our first gender pay gap report, sets out our current position, from which we can measure changes in future years, it gives us a benchmark. Most agricultural co-operatives traditionally have a male-dominated workforce, and we are no different. The extent of this variance must be open to change, as society is changing, and as the availability of talent in the job market changes. We need to ensure that we have an inclusive recruitment policy and a positive work environment for all our staff.

In some areas of employment such as truck drivers, mill staff, garage mechanics, and agri-retail, the proportion of women applying for roles is relatively small. Our main customer base is the male-dominated farming sector.

In areas such as administration, we are more successful in attracting female applicants for roles. Grocery retailing also attracts a higher proportion of female applicants, possibly because it traditionally facilitates flexible and part-time hours.



GENDER PAY GAP DATA TABLE

Overall gender split of employees: 18% Female, 82% Male

Permanent Staff - Total Pay Gap

Mean	Median
Male - Female difference 22%	Male - Female difference 9%

Temporary Staff - Total Pay Gap

Mean	Median
Male - Female difference 0.3%	Male - Female difference 0%

Bonus Pay - proportion receiving a bonus

Female 86%
Male 83%

Bonus Pay Gap

Mean	Median
Male - Female difference 43%	Male - Female difference 35%

Pay quartiles

	<u>Lower</u> <u>Quartile</u>	<u>Lower</u> <u>Middle</u>	<u>Upper</u> <u>Middle</u>	<u>Upper</u> <u>Quartile</u>	<u>Total</u>
Female	37%	5%	20%	11%	18%
Male	63%	95%	80%	89%	82%