

# Gender Pay Gap Reporting

2023

*"Improving diversity is a top priority for Go-Ahead Ireland. We encourage equal treatment and reward for all colleagues, regardless of gender."*

*We are committed to recruiting and retaining women at all levels of the organisation, as well as improving our gender balance in order to narrow the gender pay gap.*

*While we continue to be on this journey and need to do more to encourage women to enter our industry, we are pleased to report that 60% of the senior leadership team and 48% of all managers are women."* - **Dervla McKay - Managing Director**

## What is the gender pay gap?

The gender pay gap is the difference in pay between men and women explained through various statistics. It is influenced by a range of factors, including the demographics of a company's workforce.

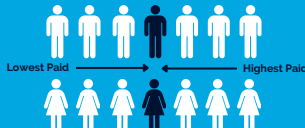
### Mean Pay Gap

The mean gender pay gap is the difference if you added up all the hourly pay and divided it by the number of people.



### Median Pay Gap

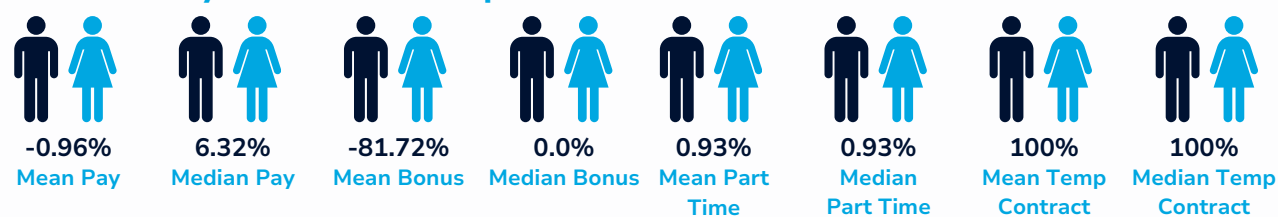
The median represents the middle point of a population. If you lined up all the women in the company and all the men in order of hourly pay rate, the median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.



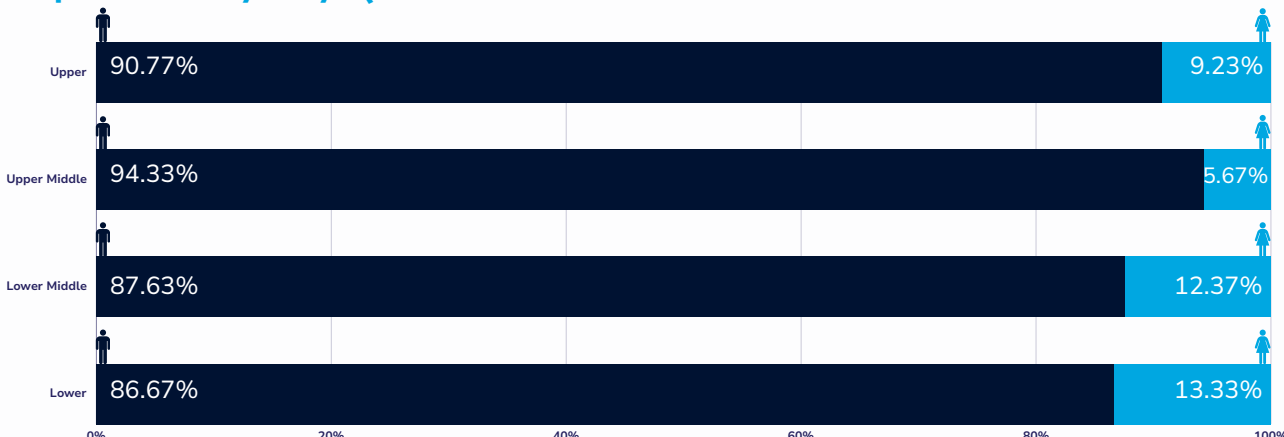
## The results for 2023

- Go-Ahead Ireland's mean gender pay gap is -0.96%\* (-€0.17c), whilst the median gender pay gap is 6.32% (€1.10c).
- At Go-Ahead Ireland, bonuses are paid to all drivers, engineers, and facilities teams throughout the year if targets are met.
- The mean bonus gap is -81.72%\* (-€495.65) and the median is 0%
- Both the mean and median part time contract gaps are 0.93% (-€0.14c).
- Both the mean and median temporary contract gaps are 100%.

## Gender Pay and Bonus Gap



## Population by Pay Quartiles



## Our Plans to Address

### Recruitment

- Go-Ahead Group have a set target for 20% female representation in its bus companies by 2025.
- We are reviewing our options for more flexible options of working for women returning to the workplace.

### Progression

- We continue to offer progression for colleagues across the organization.
  - Colleagues are put forward for the Senior Management and Executive Management development programmes and have identified women who can develop into leadership roles.
- Offering opportunities such as the Go-Ahead Women network that allows women in Go-Ahead to share experiences and have a support network.

\*A negative number means that women on average earn more than men.