



GENDER PAY GAP REPORT

2024



INTRODUCTION

At Go-Ahead Ireland, improving diversity is one of our top priorities. We believe in equal treatment and reward for all our colleagues, regardless of gender.

We're dedicated to recruiting and retaining women at all levels of our organisation and working hard to improve our gender balance to narrow the gender pay gap.

In 2024, we were thrilled to launch our Go-Ahead Women recruitment initiative to attract more female colleagues. We're also proud to be led by a Senior Leadership Team that's 66% women. We're committed to doing everything we can to support this important cause.

Ciara Gallagher, Head of People

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.

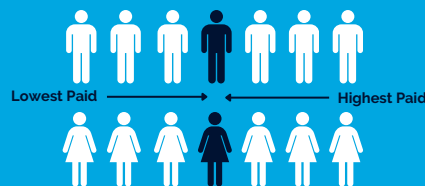
Mean Pay Gap

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.

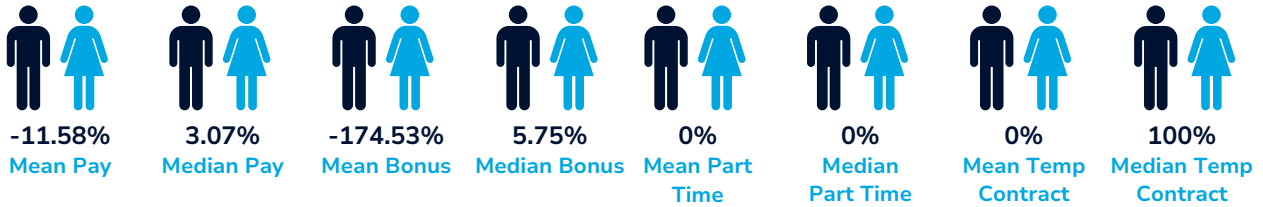


THE RESULTS FROM 2023

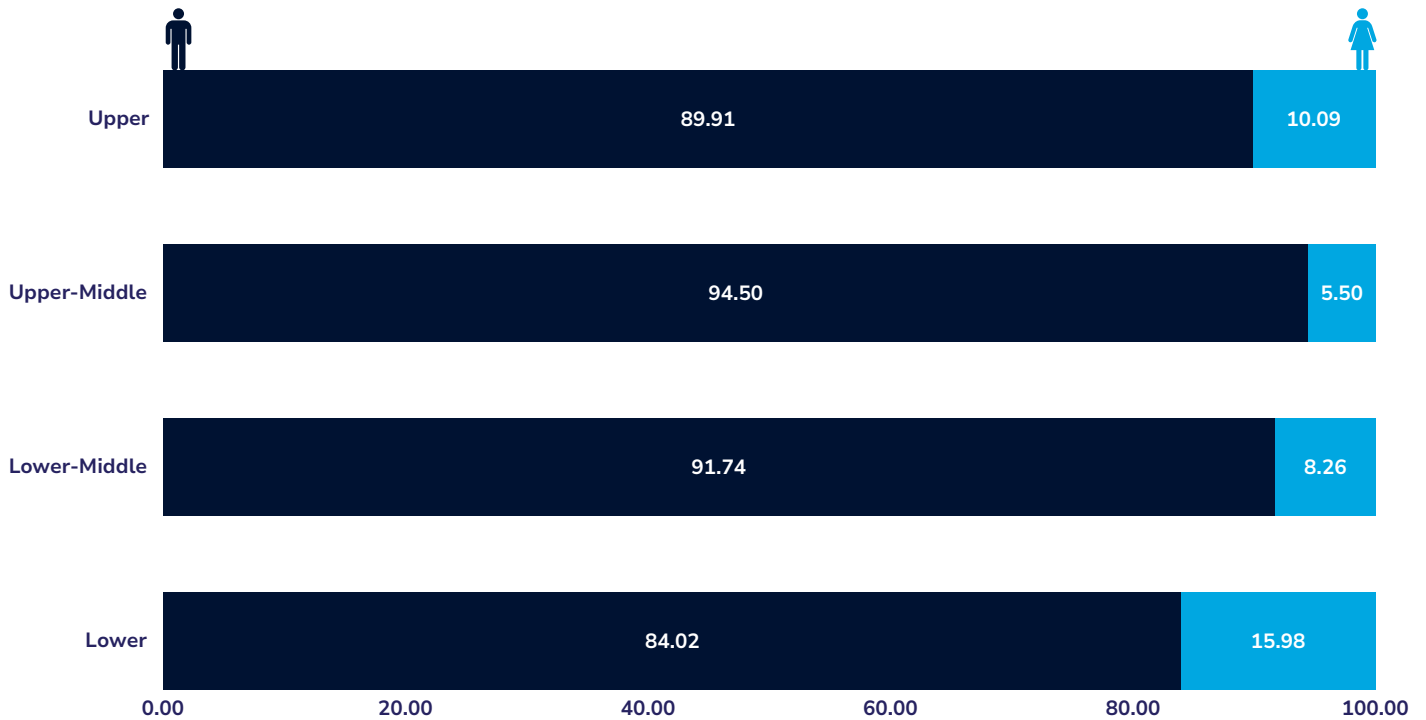
- Go-Ahead Ireland's mean gender pay gap is -11.58%* (-€0.54c), whilst the median gender pay gap is 3.07% (€2.12c).
- At Go-Ahead Ireland, bonuses are paid to all drivers, engineers, and facilities teams throughout the year if targets are met.
- The mean bonus gap is -174.53%* (-€387.72c) and the median is 5.75% (€272.25c)
- Both the mean and median part time contract gaps are 0%.
- The mean temporary contractor gap is 0% while the median temporary contractor gap is 100%.



GENDER PAY & BONUS GAP



POPULATION BY PAY QUARTILES



OUR PLANS TO ADDRESS

- Go-Ahead Ireland plans to recruit more women drivers, aiming for 50% gender equality by 2035.
- Go-Ahead Ireland is exploring more flexible working options to support women returning to the workplace.
- Go-Ahead Ireland has invested in more apprentices, and their compensation.
- Go-Ahead Ireland continues to offer progression for colleagues across the organisation.

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