

Gender Pay Gap Reporting

2022

At Go-Ahead Ireland, improving diversity is a key priority of the team. We support the fair treatment and reward of all colleagues, regardless of genders. We are committed to recruiting and retaining women at every level across the business and improving our gender balance to narrow our gender pay gap. Whilst we are on a journey and we need to do more to encourage women into our industry, we are pleased to report that 40% of the senior leadership team are women and a number of managers across the organisation are women.

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.

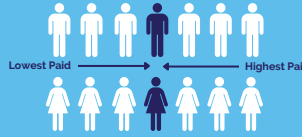
Mean Pay Gap

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.

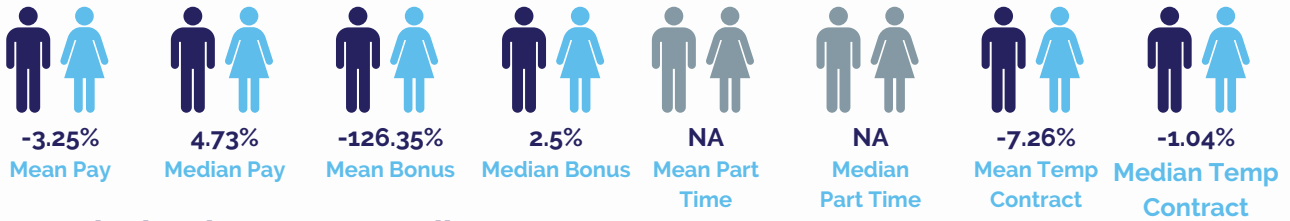


The results for 2022

Go-Ahead Ireland's mean gender pay gap is -3.25%* (-€0.60c). Whilst the median gender pay gap was 4.73% (€0.84c). 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 -126.35%* (-€883) and the median is 2.5%. (€12.37). There is no data for part time due to there not being part time colleagues working. The mean temporary contract gap was -7.26% and median was -1.04%.

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

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 "women in bus" network that allows women in Go-Ahead to share experiences and have a support network.