



Munster Bovine Pay Gap Report 2025

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Foreword

Munster Bovine is an organisation with over 50 employees and in accordance with the Gender pay Gap (Information) Act 2021 is required to publish Gender Pay Gap data and report on the reasons for any gaps. Also, Munster Bovine must detail within the report proposed measures to address any gaps.

The following report addresses these requirements based on a 12-month pay cycle and the chosen snapshot date of 30th June 2025.

Munster Bovine confirms that we do not distinguish how men and women are remunerated. Pay is determined by the current market rate for a role, encompassing experience, competence and suitability. It is not determined by gender.

Munster Bovine is an equal opportunities employer and we strive to ensure our culture and behaviour respects each employee's dignity.

Martin Kavanagh CEO

1. Context

The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. Regulations have been published which set out the detail on how these calculations should be made. The Regulations have been updated to reflect the obligation on organisations with over 50 employees to report on their gender pay gap in 2025. This is the first year Munster Bovine is obliged to report on this.

2. Introduction

This Gender Pay Gap Report outlines the differences in average pay between men and women within Munster Bovine. The purpose of this report is to provide transparency, identify key drivers of any pay gap, and outline our ongoing commitment to equality, diversity, and inclusion in the workplace.

The gender pay gap is not the same as equal pay. Equal pay refers to men and women being paid the same for performing equal work or work of equal value. The gender pay gap measures the difference in average earnings across the organisation, regardless of role or seniority.

3. Scope

The data in this report is based on a 12-month reference period. The snapshot date used for determining the relevant employees was **30th June 2025**.

On the snapshot date, Munster Bovine employed **80 employees**. Reporting includes all employees employed on that date, including those who left the organisation during the 12-month reference period, in line with the regulations.

All employees who were employed on the snapshot date are included in the analysis, including full-time, part-time, and fixed-term employees across all roles within Munster Bovine.

4. Relevant Key Terms and definitions

4.1 Mean Pay Gap

The mean pay gap is the difference between men and women's average hourly wage across the organisation.

4.2 Median Pay Gap

The median pay gap is the difference between the middle paid woman's hourly wage and the middle paid man's hourly wage, i.e., if the men and women are separately listed from the highest to the lowest paid, it is the difference in the hourly wage between the person in the middle of each list.

4.3 Quartiles

The Regulations provide that in publishing the information an employer must divide its workforce into quartiles by reference to the relevant pay band to which the employees belong. This has been done by determining the hourly remuneration of employees in Munster Bovine as of the 30th June 2025. Employees are then ranked according to their rates of hourly remuneration and divided into four groups, which act as comparator groups. This allows for comparisons to be drawn between male and female employees in the relevant quartiles.

4.4 Hourly remuneration

Employees total ordinary pay and bonus divided by total hours worked for the period.

4.5 Benefit in kind

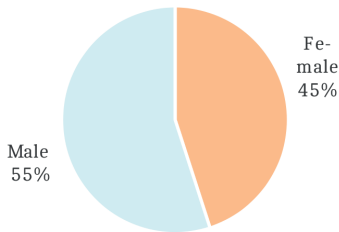
“Benefits in kind” (BIK) includes any non-cash benefit of an estimated monetary value provided to an employee. This would include the provision of a company car, voluntary health insurance, stock options, or share purchase schemes.

4.6 Bonus Pay

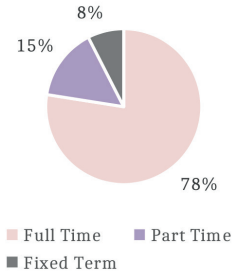
“Bonus pay” include all bonuses awarded to an employee for the period in question. This would include bonus payments in the form of money, gift vouchers e.g. one-for-all vouchers or equivalent , or securities, which relate to productivity, performance, incentive or commission.

5. Gender pay gap metrics

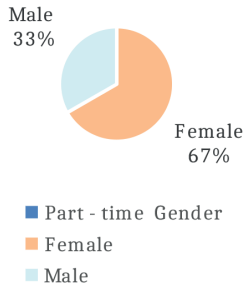
5.1 Workforce profile



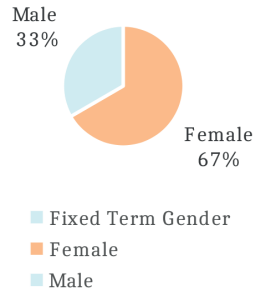
On the snap shot date there were 80 employees , 55% Male and 45% female



77% are employed Full Time , 15% Part time and 8 % Fixed term.



15% of the total headcount work Part Time, of which 67% are female and 33% are male.



8% of the total headcount work Fixed Time, of which 67% are female and 33% are male.

6. Metrics

Pay Gap

The Pay Gap table shows the **gender pay gap**, which is the difference between **men’s and women’s average hourly earnings** within the organisation and by contract type.

- **Positive percentage** (e.g., **13%**) means **men earn more than women** by that amount.
- **Negative percentage** (e.g., **-24.4%**) means **women earn more than men** by that amount.
- A figure close to **0%** means there is **little or no pay gap**.

Pay Gap					
Mean hourly pay gap all employees	Median hourly pay gap all employees	Mean hourly pay gap (Part-time)	Median hourly pay gap (Part-time)	Mean hourly pay gap (Fixed term)	Median hourly pay gap (Fixed term)
13%	12%	.04%	-24.4%	-11.6%	-22.9%

Bonus Gap	Mean hourly bonus pay gap all employees	Median hourly bonus pay gap all employees	
	8 %	0 %	

Bonus & BIK Recipients	Percentage of employees per gender who received a bonus	83.3%(F)	97.7% (M)
	Percentage of employees per gender to receive a benefit in kind (BIK)	8.3%(F)	27.3% (M)

Pay Quartile Proportionality	Proportion of Men and Women in each salary quartile	UPPER QUARTILE	
		55%	45%
		UPPER MIDDLE QUARTILE	
		85%	15%
		LOWER MIDDLE QUARTILE	
		35%	65%
		LOWER QUARTILE	
		45%	55%

6. Key Drivers of the Pay Gap

This section explains the main factors influencing Munster Bovine's gender pay and bonus gaps in 2025. Overall, the reported gaps are driven primarily by the distribution of men and women across pay quartiles and role types, rather than unequal pay for the same work.

Part-time and fixed-term employees show negative or near-zero gaps, indicating the main gap is not caused by contract type but by distribution across seniority/role bands.

6.1 Quartiles

Pay quartiles divide employees into four equal groups based on hourly pay. This provides visibility on how men and women are represented at different pay levels.

Munster Bovine's pay gap is largely explained by representation in the higher-paid quartiles. In particular, the upper-middle quartile contains a disproportionately high share of male employees, which increases average male hourly earnings across the organisation. Because quartiles reflect role level and pay rate, this imbalance affects mean and median hourly pay and bonus outcomes.

6.2 Mean and median pay gap

The **13% mean hourly pay gap** reflects average hourly earnings across the organisation and is influenced by the concentration of men in higher-paid roles.

The **12% median hourly pay gap** indicates that the midpoint male employee earns more per hour than the midpoint female employee, again reflecting pay distribution across roles rather than differences within the same roles.

6.3 Mean and median bonus gap

The **8% mean bonus gap** is influenced by the distribution of men and women across roles and levels with different bonus eligibility and variable-pay structures.

The **0% median bonus gap** suggests that where men and women receive bonuses at similar levels, there is no typical difference in bonus amounts. The overall mean gap is therefore driven by participation and role-based eligibility patterns.

Bonus outcomes may vary year to year depending on individual performance arrangements, incentive schemes, and role-related benefits .

6.4 Benefit in Kind

Both men and women are equally entitled to receive benefits in kind. However, BIK is more commonly associated with specific operational and senior roles that require company vehicles. These roles are currently held predominantly by men, which contributes to the observed gap in BIK .

7. Actions to Reduce the Pay Gap

Munster Bovine is committed to reducing the gender pay gap by addressing the underlying drivers identified above — especially representation in the upper-middle and upper pay quartiles, and as a result more equitable access to bonus and BIK eligible roles.

Our actions focus on improving gender balance in higher-paid roles, strengthening progression pathways, and ensuring fair and transparent pay practices.

7.1 Recruitment and Representation

We will continue to appoint the best person for every role, based on merit, while ensuring our recruitment, shortlisting and hiring practices are inclusive and free from bias.

7.2 Pay and Bonus Governance

Maintain fair and transparent pay and bonus processes through regular review and consistent benchmarking.

7.3 Progression and Development

Increase the pipeline of women into senior and operational roles via targeted development and progression supports.

7.4 Flexible and Inclusive Working

Support retention and career progression by ensuring flexible working options are accessible across job families.

Progress against these actions will be reviewed on an ongoing basis. Our objective is to improve gender representation in higher-paid roles over time and, as a result, reduce the overall pay and bonus gaps in future reporting cycles.

8. Declaration

We confirm that the data and information in this report are accurate and have been calculated in accordance with the applicable gender pay gap reporting regulations.

