

Bord an Móna Gender Pay Gap 2022 Report

Bord na Móna is a commercial semi-state company delivering climate solutions for Ireland leading Ireland toward a carbon neutral, sustainable future. Over the past number of years Bord na Móna has been focused on the Brown to Green strategy effectively transitioning the company from being the largest fossil fuel producer to the largest climate solutions company.



In facing the climate crisis of today, including energy market volatility and security of supply issues, Bord na Móna's Renewable Energy Business has continued to accelerate its' strategy to deliver renewable energy infrastructure supporting the delivery of the State's decarbonisation targets for 2030 and beyond. We are now well on our journey as an independent power producer where Bord na Móna will play an important role in decarbonising our economy. Bord na Móna is undertaking several highly significant actions in support of climate and energy policy in support of our strategy as a climate solutions company leading Ireland towards a climate neutral future. Renewable Energy is one of the key drivers of growth in Bord na Móna, providing very significant market opportunities to leverage our land assets, project development skills and technical experience in operating renewable energy assets.

Bord na Móna employs approximately 1,500 people and manages a land holding of over 80,000 hectares. In addition to renewable power we also provide recycling and waste management services, peatlands restoration, carbon sequestration and biodiversity conservation. We support the development and transition of business to the Green Economy through our Accelerate Green programme.

In FY22 Bord na Móna announced an operating profit of €78.9m (FY21 €27.2m), the highest ever level since Bord na Móna Plc was incorporated in 1998. Beyond this the company records revenue of €378.2m (FY21 €323.9m) and EBITDA of €120m (FY21 €51m).

All of the Company's success is underpinned by a growing workforce who is committed to the delivery of climate solutions to meet the needs of Ireland's society and economy. Bord na Móna's success in transforming into a Climate Solutions company has been delivered by an increasingly diverse workforce and an inclusive culture where employees are encouraged and supported to engage, thrive, develop and progress to achieve their potential.

Publishing Bord na Móna's first Gender Pay Gap Report represents another important milestone on our ED&I journey. The gender pay gap is the difference in the average hourly pay and bonuses of all men compared to the average hourly pay and bonuses of all women employees across the organisation. We are pleased to report that our mean gender pay gap is -10.89% and our median gender pay gap is -8.2%. These figures are set against the backdrop of a predominantly male workforce for much of our history and demonstrates our progression and commitment to engaging a more diverse workforce.

At Bord na Móna Equality, Diversity, and Inclusiveness (ED&I) is core to us and our purpose is to create and provide an equal, diverse, and inclusive environment where colleagues bring their whole self to work, allowing them to have a great sense of pride in working for an employer that promotes ED&I. We recognise and understand the importance of having an equal, diverse, and inclusive organisation and we strive to create a culture of inclusion, mutual respect, and equal opportunities for colleagues. We encourage our colleagues to embrace the values of equality, diversity, and inclusion.

We have established an ED&I Steering group, comprised of a number of colleagues from across the company, each playing a key role in communicating our colleagues' views, communicating any ongoing company developments within the ED&I space internally and inputting in the design, development, and implementation of the ED&I strategy at Bord na Móna.

Our Senior Leadership Team at Bord na Móna completed an inclusive leadership training programme and are fully committed to embedding equality, diversity, and inclusion within the business, ensuring that everything we do, and the manner in which it is done, makes reference to and considers the impact upon our equality objectives. We are focused on incorporating ED&I in all aspects of employee life cycle including recruitment and selection, training and development, performance, and talent management.

We have launched a number of new programmes this year including our Pathways to the Future programme to attract graduates and apprentices to the organisation, our Driver Academies offer current and prospective employees the opportunity to upskill, and our Thrive Leadership Development Programme has focused on providing talent across the organisation with the leadership skills to progress their careers. We have proactively encouraged increased female participation across all programmes. Lastly, we have recently launched an internal female Mentoring Academy, Positive Impact, that will provide employees with mentoring opportunities to support their development.



Where we are succeeding

- Bord na Móra's hybrid working model has increased the opportunities for roles to be carried out within a hybrid model which has extended opportunities for existing and future talent.
- Increasing diversity requires inclusive leaders and our leaders have participated in inclusive leadership training programmes.
- Supporting the retention & advancement of women in Bord na Móra by providing increased opportunities to engage in continuous learning, growth and connections with internal coaching and mentoring.

Where we need to improve

- Increase the number of women we attract & employ at Bord na Móra.
- Communicating the career opportunities available for women in Bord na Móra and the supports available to them.
- Listening to and supporting women in Bord na Móra through additional parenting leave supports and programmes.

Bord na Móra



Appendix: 2022 Gender Pay Gap Information Act 2021 Reporting Requirements (Snapshot date 30 June 2022)

The table below sets out the hourly gender pay gap across a range of metrics as required by the Gender Pay Gap Information Act 2021. The data outlined below is related to ROI Employees and is based on the twelve month period to 30 June 2022.

Gender pay gap requirements	Percentage
1. Mean hourly gender pay gap (All)	-10.89%
2. Mean hourly gender pay gap (Part-Time)	-52.78%
3. Mean hourly gender pay gap (Temporary contract)	0%
4. Median hourly gender pay gap (All)	-8.2%
5. Median hourly gender pay gap (Part-Time)	-44.65%
6. Median hourly gender pay gap (Temporary contract)	0%
7. Mean hourly performance related bonus gender pay gap (All)	-21.49%
8. Median hourly performance related bonus gender pay gap (All)	-16.82%
9. Percentage of employees per gender to receive a performance related bonus remuneration	39.02%(M) 48.37%(F)
10. Percentage of employees per gender to receive benefit-in-kind	8.39%(M) 9.77%(F)
11. Percentage of employees within lower remuneration quartile	78.46%(M) 21.54%(F)
12. Percentage of employees within lower middle remuneration quartile	91.69%(M) 8.31%(F)
13. Percentage of employees within upper middle remuneration quartile	85.85%(M) 14.15%(F)
14. Percentage of employees within upper remuneration quartile	77.78%(M) 22.22%(F)

The mean is the average point for all female and male employees and the median is the midpoint. Where the result is shown as a plus number, the male rate is higher. Results shown as a minus indicate female rate is higher.