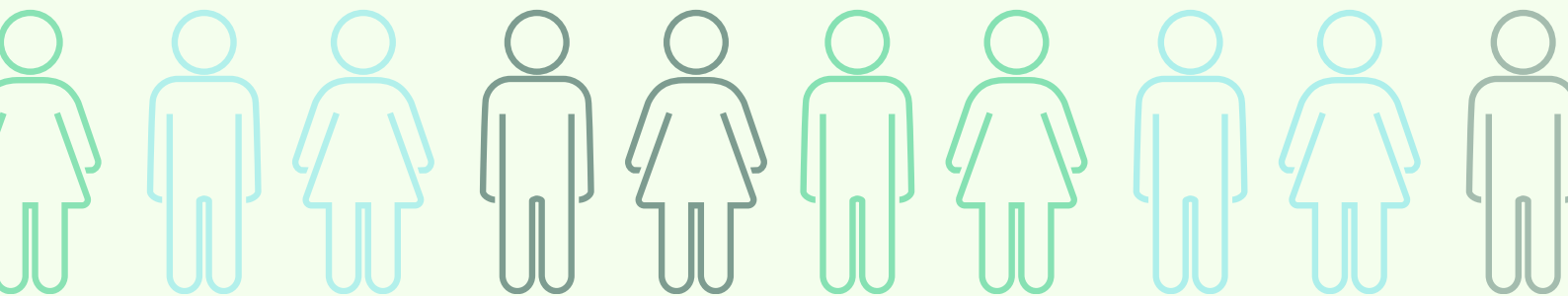


# **Gender Pay Gap Report 2024**



# Bord na Móna

## Gender Pay Gap Report 2024



At Bord na Móna, we are proud to share our latest Gender Pay Gap Report, which reflects our continued progress in building a diverse, inclusive, and equitable workplace. As we evolve into a fully focused renewable energy company, our people remain at the heart of this transformation.

This transformation not only underscores our commitment to driving Ireland's transition to a carbon-neutral, sustainable future but also reflects our dedication to fostering an inclusive workplace. As highlighted in our Gender Pay Gap Report, we are proud to report a reverse pay gap of -11.25% in hourly rates, demonstrating our ongoing efforts to ensure equity and opportunity for all employees.

The financial results for FY24 reflect the transformation of the business and the continued, profitable growth from Bord na Móna's renewable energy and climate solutions business. The operating profit of €106.7m is the highest such figure in the history of the Company.

The scale of the renewable energy pipeline, at 5GW, means the company is on track to become one of Ireland's leading renewable energy providers.

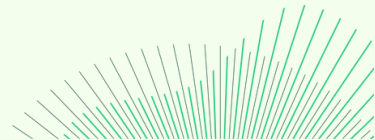
Achieving our strategic objectives at Bord na Móna requires energy, dynamism, new ideas and different perspectives – having a diverse workplace will continue to help us to deliver on these goals.

Bord na Móna is proud to highlight the progress we have made in achieving greater gender balance at leadership levels, demonstrating our commitment to fostering diversity and inclusion across the organisation.

At Board level, we are pleased to report a strong representation of 60% women and 40% men, reflecting our dedication to gender equality at the highest level of governance.

Within our leadership teams, we have achieved a 50/50 gender balance at the Senior Management Team level, showcasing our focus on creating equal opportunities for women and men in key decision-making roles.

While we are proud of the progress made to date, we recognise there is more work to do. We will continue to focus on developing a pipeline of diverse talent, ensuring all colleagues have the support and opportunities to grow, advance, and contribute to Bord na Móna's success as a leading renewable energy and climate solutions company.



# Our key areas of focus

## Strategic Goals for Addressing the Gender Pay Gap

### **Sustain Progress and Transparency**

- Maintain a negative gender pay gap by prioritising gender equity in pay, bonuses, and opportunities.

### **Increase Representation Across Leadership and Decision-Making Roles**

- Leverage initiatives like the Female Mentoring Academy to cultivate a pipeline of women leaders.
- Set measurable targets to enhance gender balance in leadership roles, ensuring equal access to promotion opportunities and professional development.

### **Enhance Recruitment and Retention Strategies**

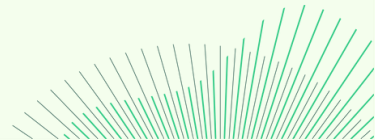
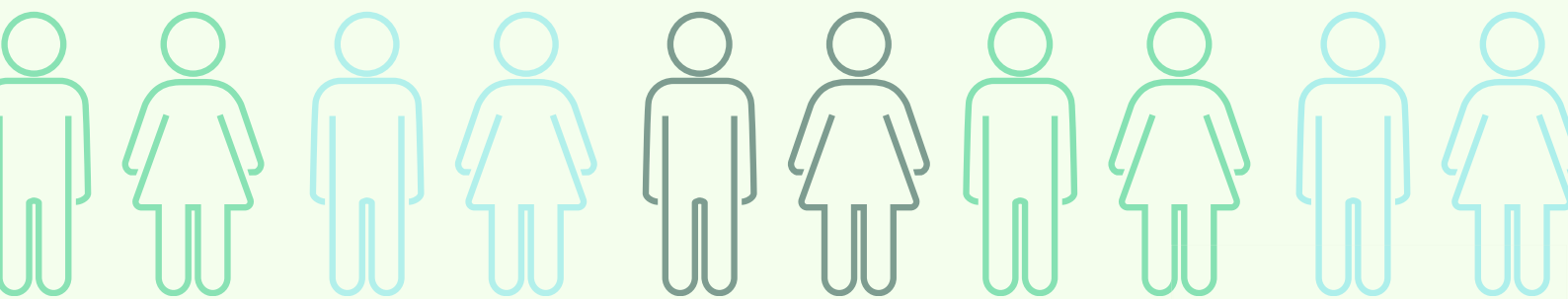
- Partner with organisations like the Irish Centre for Diversity to ensure recruitment processes are inclusive and unbiased.
- Design attraction strategies to bring diverse talent into traditionally male-dominated areas, including STEM and renewable energy roles.

### **Foster Flexibility and Work-Life Balance**

- Continue to expand and promote our Hybrid Working Policy, removing barriers for employees with caregiving responsibilities.
- Monitor and adjust workplace policies to ensure they support diverse needs, empowering employees to balance professional and personal commitments.

### **Champion Equity-Focused Policies**

- Reinforce the impact of inclusive policies like our Menopause Policy and Domestic Violence Policy as essential supports for women.
- Implement proactive measures to address systemic issues that might contribute to gender disparities.



# Implementation Framework

## Data-Driven Insights

- Regularly analyse gender pay data to identify patterns, gaps, and areas for targeted improvement.
- Use workforce demographics and employee feedback to inform strategic initiatives.

## Cultural Change Through Awareness and Training

- Provide training for managers and employees on unconscious bias and inclusive leadership.
- Conduct workshops to address and dismantle barriers to equitable career progression.

## Cross-Functional Collaboration

- Engage HR, leadership teams, and ED&I committees to align efforts across all levels of the organisation.
- Collaborate with external partners and industry bodies to benchmark practices and share learnings.

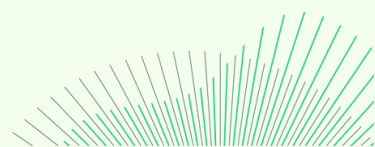
# Strategic Outcomes

**By embedding the gender pay gap reduction strategy into its core ED&I initiatives, Bord na Móna aims to:**

- Ensure equitable pay and progression opportunities for all employees.
- Increase the representation of women across senior roles and decision-making positions.
- Create a culture where diversity is celebrated, and employees feel empowered to reach their full potential.

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This strategy highlights Bord na Móna's commitment to building an inclusive, equitable, and supportive workplace where all employees are valued, empowered, and given equal opportunities to succeed. By addressing the gender pay gap and embedding Equality, Diversity, and Inclusion (ED&I) principles into every aspect of our operations, we are not only fostering a culture of fairness and mutual respect but also ensuring that our workforce reflects the diversity of the communities we serve. These efforts are a cornerstone of our long-term vision, driving sustainable progress and positioning Bord na Móna as a leader in championing gender equity and inclusivity within the renewable energy sector and beyond



# Appendix: 2024 Gender Pay Gap Information Act 2021 Reporting Requirements (Snapshot 30th June 2024)

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 30th June 2024.

Gender Pay Gap Requirements	2024 Percentage	
Mean Hourly Gender Pay Gap (ALL)	-11.25%	
Mean Hourly Gender Pay Gap (Part-Time)	-20.43%	
Mean Hourly Gender Pay Gap (Temp Contract)	43.89%	
Median Hourly Gender Pay Gap (ALL)	-9.98%	
Median Hourly Gender Pay Gap (Part-Time)	-27.86%	
Median Hourly Gender Pay Gap (Temp Contract)	46.71%	
Mean Hourly Performance Related Bonus Gender Pay Gap (ALL)	-36.15%	
Median Hourly Performance Related Bonus Gender Pay Gap (ALL)	-41.87%	
	<b>Male</b>	<b>Female</b>
Percentage of Employees per Gender to receive a performance related bonus remuneration	37.98%	45.85%
Percentage of Employees per Gender to receive a benefit-in-kind	33.91%	21.14%
Percentage of Employees within lower remuneration quartile	76.17%	23.83%
Percentage of Employees within lower middle remuneration quartile	83.39%	16.61%
Percentage of Employees within upper middle remuneration quartile	80.14%	19.86%
Percentage of Employees within upper remuneration quartile	71.38%	28.62%

