Bandon co-op

Gender Pay Gap Report 2025

INTRODUCTION

Sharon Collins, Group Director of HR

Bandon Co-op is a 100% farmer-owned co-operative rooted in West Cork, delivering excellence in service to customers both nationally and internationally. We support our farmers and employees in building a sustainable business for future generations.

At Bandon Co-op, we recognise that a diverse and inclusive workplace supports better decision-making, continuous improvement and business performance. We are committed to fostering an environment where employees are valued, respected and empowered to reach their full potential.

Our values of ***We Lead for Difference***, ***We Are Community*** and ***We Are Stronger Together*** guide our decision making and behaviours every day. Through this we promote equity, diversity and inclusion across all our teams.

Our 2025 Gender Pay Gap results are encouraging, with a **mean pay gap of 6.1%** and a **median pay gap of 2.2%**. The mean pay gap is primarily influenced by workforce composition and the distribution of employees across different roles and levels. The low median gap indicates that pay for the typical male and female employee is broadly comparable across the organisation.

These results are an important indicator of our efforts to foster a workplace that is fair, inclusive and more representative across all levels of the organisation. We remain committed to continuing this progress in the years ahead.

UNDERSTANDING THE GENDER PAY GAP

WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap Information Act 2021 requires organisations to report on their gender pay gap across a range of prescribed metrics. The Gender Pay Gap measures the difference in the average hourly earnings of men and women across an organisation, regardless of role or level.

The Gender Pay Gap is different from equal pay. Equal pay relates to men and women receiving the same pay for similar work or work of equal value.

Gender pay gap results can be influenced by workforce composition, including the distribution of employees across different roles and levels, flexible working patterns, and other elements of remuneration such as shift premiums and bonus payments.

UNDERSTANDING THE GENDER PAY GAP

KEY TERMS

What is the Mean Gender Pay Gap?

The mean gender pay gap is the difference between the average hourly pay of male and female employees across the organisation. It is calculated by dividing the total hourly pay of all female employees by the number of female employees, and the total hourly pay of all male employees by the number of male employees, then expressing the difference between these averages as a percentage.

What is the Median Gender Pay Gap?

The difference between the hourly earnings of the middle female employee and the middle male employee when all employees are ranked separately from the lowest to the highest paid. It is calculated by identifying the middle employee in each group and expressing the difference between their hourly pay rates as a percentage. As it is less influenced by exceptionally high or low rates of pay the median can provide a more representative view of typical earnings across the organisation.

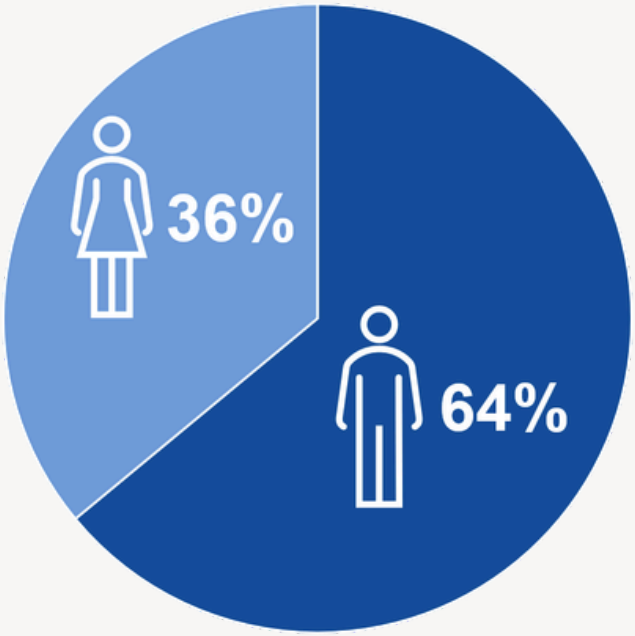
OUR GENDER PAY GAP RESULTS

Bandon Co-op operates across a range of sectors, many of which have traditionally attracted a higher proportion of male employees. This is reflected in our overall workforce composition, where **males represent 64% of employees and females represent 36%.**

Our **mean gender pay gap of 6.1%** and **median gender pay gap of 2.2%** are influenced primarily by workforce composition and the distribution of employees across different roles and levels within the co-operative, particularly in operational, technical and specialist areas where male representation has historically been higher.

The relatively small difference between average male and female earnings is encouraging and reflects our continued focus on fairness, opportunity and inclusive workplace practices.

While there is more progress to be made, we are proud of the progress achieved in increasing female representation across a number of teams within the business. We remain committed to building on this progress through inclusive recruitment practices, investment in employee development and career progression, flexible working arrangements, and a values led culture.



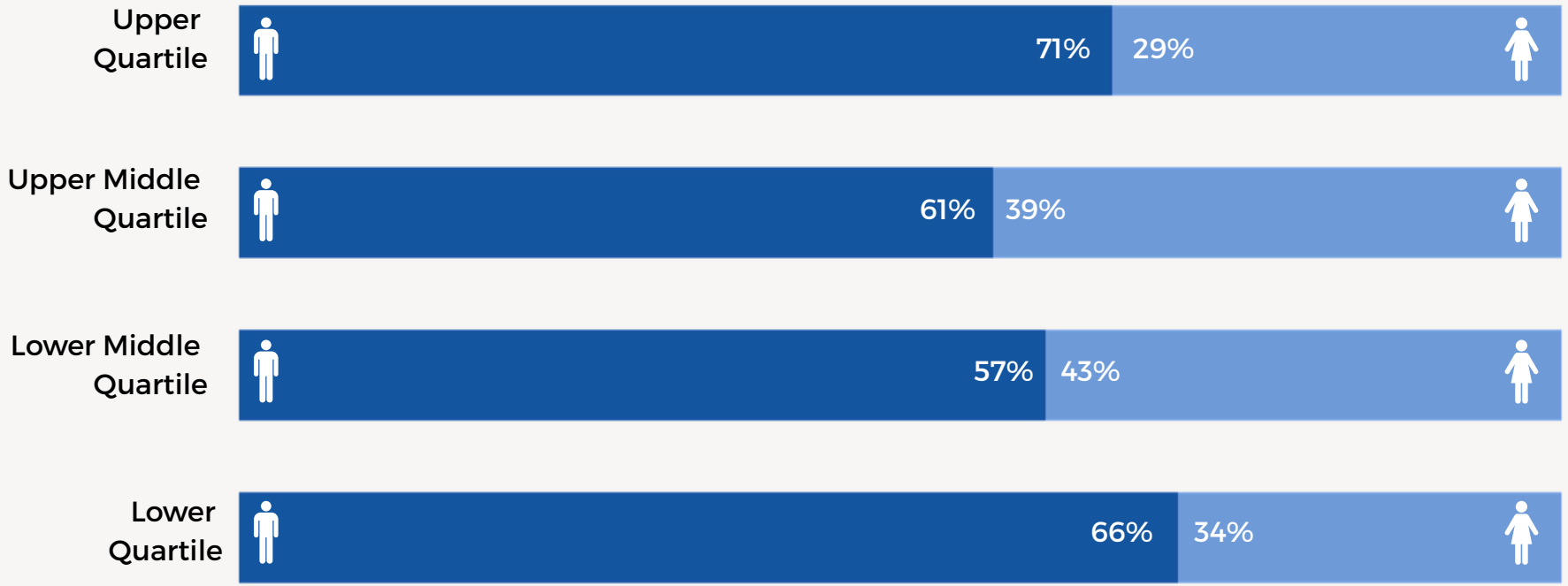
Total Remuneration Gender Pay Gap

6.1%	2.2%
Mean	Median

OUR GENDER PAY GAP RESULTS

GENDER REPRESENTATION BY TOTAL EARNINGS

In Bandon Co-op there are more males in each quartile.



Temporary* Gender Pay Gap

12.86%	3.5%
Mean	Median

*The majority of Bandon Co-op's temporary employees are male.

KEY INITIATIVES

Bandon Co-op is committed to continuing to foster an inclusive workplace where all employees are supported to develop and progress throughout their careers.

While our current Gender Pay Gap results are encouraging, we recognise the importance of maintaining focus on representation, opportunity and inclusion across all areas of the business.

RECRUITMENT

We are committed to fair and inclusive recruitment practices that attract diverse talent across all areas of our business. Our recruitment processes are designed to promote equal opportunity and remove bias.

Through our Graduate Programme, Agri Bursary Programme, partnerships with third-level institutions, and engagement with local schools, we actively build sustainable talent pipelines and increase awareness of the wide range of careers available across the Co-op.

LEARNING DEVELOPMENT AND PROGRESSION

Bandon Co-op remains focused on supporting employee development and career progression through continuous learning and development.

Key Initiatives

Our Leadership Development and succession planning processes equip employees with the skills and capabilities required for future leadership roles, while our Diversity and Inclusion training supports a workplace culture where everyone can succeed.

Growth in female representation across technical, management, and leadership roles, particularly in traditionally male dominated areas, reflects the progress being made and demonstrates that these pathways are attainable. Visible role models further reinforce this progress by highlighting what is possible and encouraging broader representation across the organisation.

INCLUSIVE WORKPLACE CULTURE

Bandon Co-op places a strong emphasis on creating a respectful and inclusive workplace. Guided by our values of ***We Lead for Difference, We Are Community*** and ***We Are Stronger Together***, we are committed to building a positive working environment where all employees feel supported, valued and respected.

Key Initiatives

COMMUNITY

Through sponsorship of local sports teams and our Agri Bursary Programme, Bandon Co-op invests in education, skills development and future talent within our communities. By supporting young people to engage with agriculture and agribusiness, we are helping to broaden participation and build a more diverse and sustainable talent pipeline over time.

ONGOING REVIEW AND COMMITMENT

We will continue to monitor workforce trends and review our people practices to identify opportunities to strengthen representation and foster equity, diversity and inclusion across the business. Through sustained focus and commitment, Bandon Co-op remains dedicated to creating a workplace where everyone has the opportunity to contribute, develop and support the continued success of the Co-op.