



## **Gender Pay Gap Report 2025**

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## 1. Executive Summary

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### Main Findings of the Gender Pay Gap Analysis

- The mean hourly pay gap is 17.02%, with men earning €33.87 and women earning €28.11 on average. The median hourly pay gap is 4.74%. This indicates more male employees in higher earning roles.
- The pay gap for part-time employees is 20.76% (mean) and 26.70% (median), while for temporary employees, the mean gap is 15.61% and the median is 19.47%. Part-time and temporary roles show variable but persistent gaps, with part-time median gap especially high.
- The mean bonus gap is 35.16%, with men receiving a mean bonus of €9,342 and women €6,057. The median bonus is 12.50%, the average bonus received by men is significantly higher.
- 34.48% of men and 29.69% of women received bonuses. For benefits-in-kind (BIK), 82.76% of men and 87.50% of women received them, showing relatively equal access to bonuses and benefits, despite the value gap.
- Women are more represented in lower pay quartiles (Quartile 1: 48.39%, Quartile 2: 70.00%), but their representation drops in higher quartiles (Quartile 3: 53.33%, Quartile 4: 38.71%). This highlights fewer women in senior, higher-paid roles.
- The workforce consists of 122 employees: 58 men (48%) and 64 women (52%), indicating a slight female majority overall, but not in higher pay bands.

### Key Actions Planned or Taken

- The organisation has identified a series of targeted actions to further close the gender pay gap and support equitable advancement.
- Broaden recruitment and promotion pathways to encourage more women to progress into senior and technical roles.
- Carry out pay and bonus reviews to spot and address any disparities.
- Carry out reviews of reward and recognition programmes.
- Integrate these actions into the wider diversity, equity, and inclusion strategy to help ensure lasting progress in pay equity.

## 2. Overview

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This report provides a comprehensive analysis of the gender pay gap within the organisation as of the annual snapshot date of 30 June 2025. It encompasses all full-time, part-time and temporary employees who were employed on the snapshot date and whose pay data is included in the official payroll records. The analysis covers both hourly pay and bonus pay for the reporting period, in line with statutory gender pay gap reporting requirements.

The report examines the overall gender pay gap and bonus pay gap, disaggregated by gender, and presents data on the proportion of male and female employees receiving bonuses. Additionally, pay distribution is analysed through quartile pay bands to identify trends in gender representation across different pay levels.

Any factors identified as impacting the gender pay gap are discussed, alongside specific actions undertaken or planned to address disparities.

- For details on the **scope of the report and sources of data**, see **Appendix B**.
- For details on **gender pay reporting requirements**, see **Appendix C**.

### 1.1 Overview of Organisation

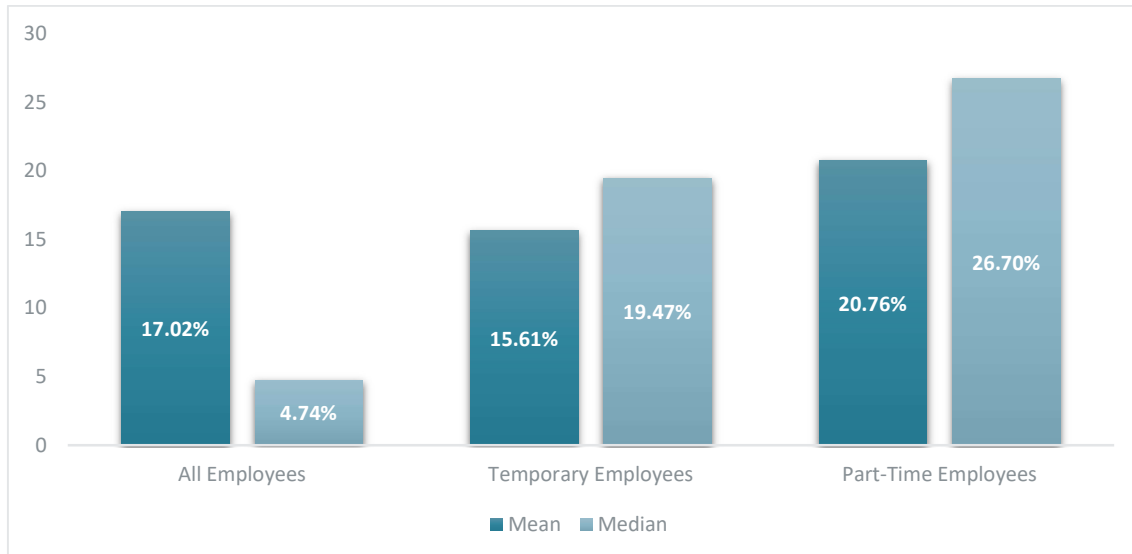
The Agricultural Trust is the owner and publisher of the Irish Farmers Journal, Ireland's leading farming, agri, and rural living platform. The Trust operates as a non-profit legal entity, with all profits reinvested to support its mission. The Trust's sole mandate is to provide the best possible technical support, market information, and news to the agricultural sector, enhancing the competitiveness of Irish farming and the well-being of those engaged in the sector.

Grounded in ethical practices and equal opportunity, the company is committed to fair treatment and career progression for all employees. It promotes pay transparency and takes active steps to reduce disparities. This report forms part of the organisation's wider commitment to diversity, equity, and inclusion.

- For details on the **organisation's employment profile**, see **Appendix A**.

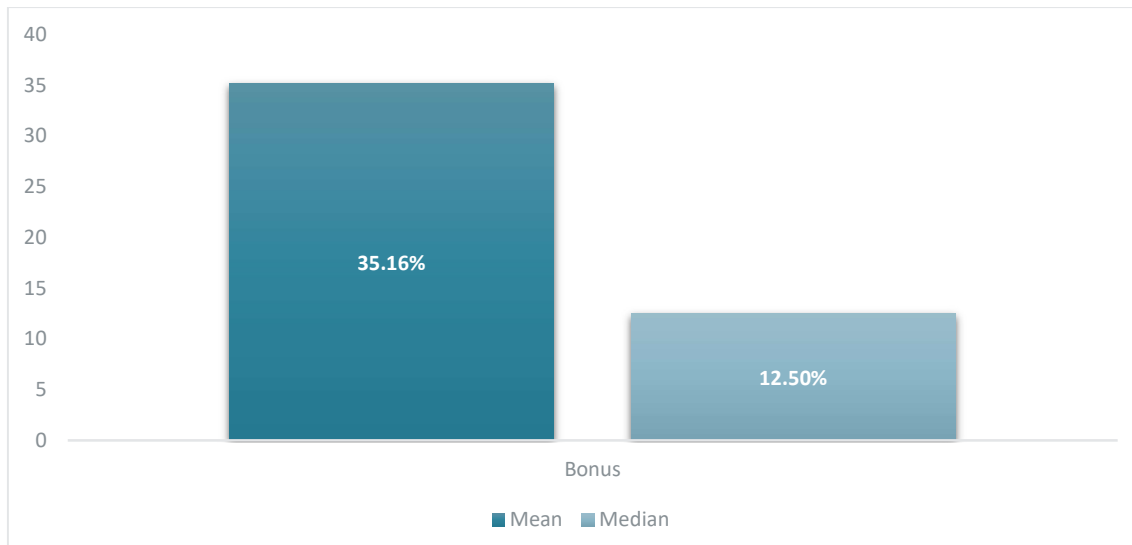
### 3. Gender Pay Gap Profile Analysis

#### 3.1 Hourly Gender Pay Gap



The mean hourly pay gap is 17.02%, with men earning €33.87 and women earning €28.11 on average. The median hourly pay gap is 4.74%. This indicates a notable pay disparity favouring men across the organization. The pay gap for part-time employees is 20.76% (mean) and 26.70% (median), while for temporary employees, the mean gap is 15.61% and the median is 19.47%.

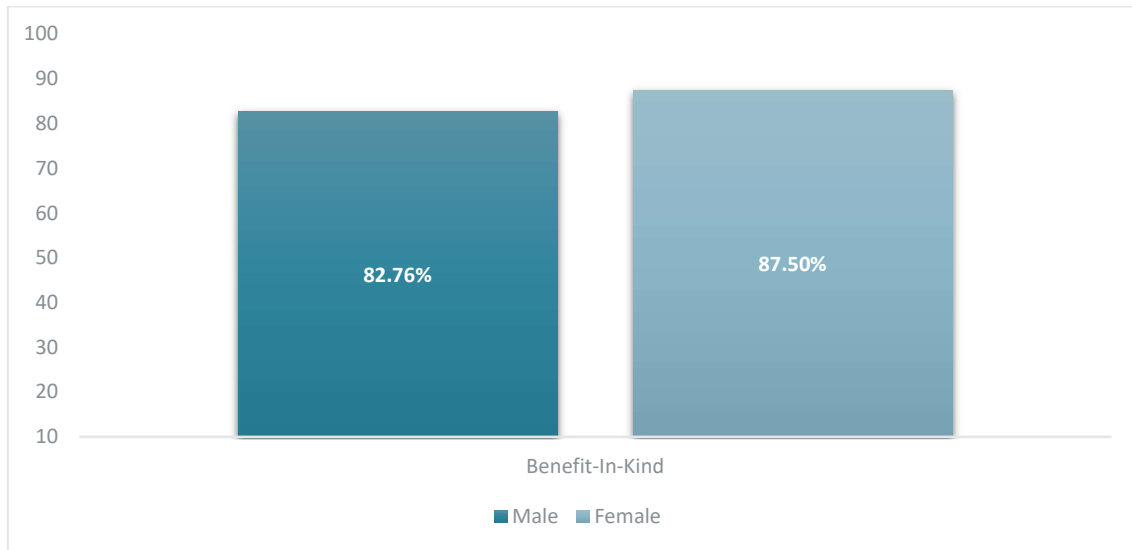
#### 3.2 Bonus Gender Pay Gap



There are 32% of employees in receipt of bonus, 34.48% of male employees received a bonus, while 29.69% of female employees received a bonus.

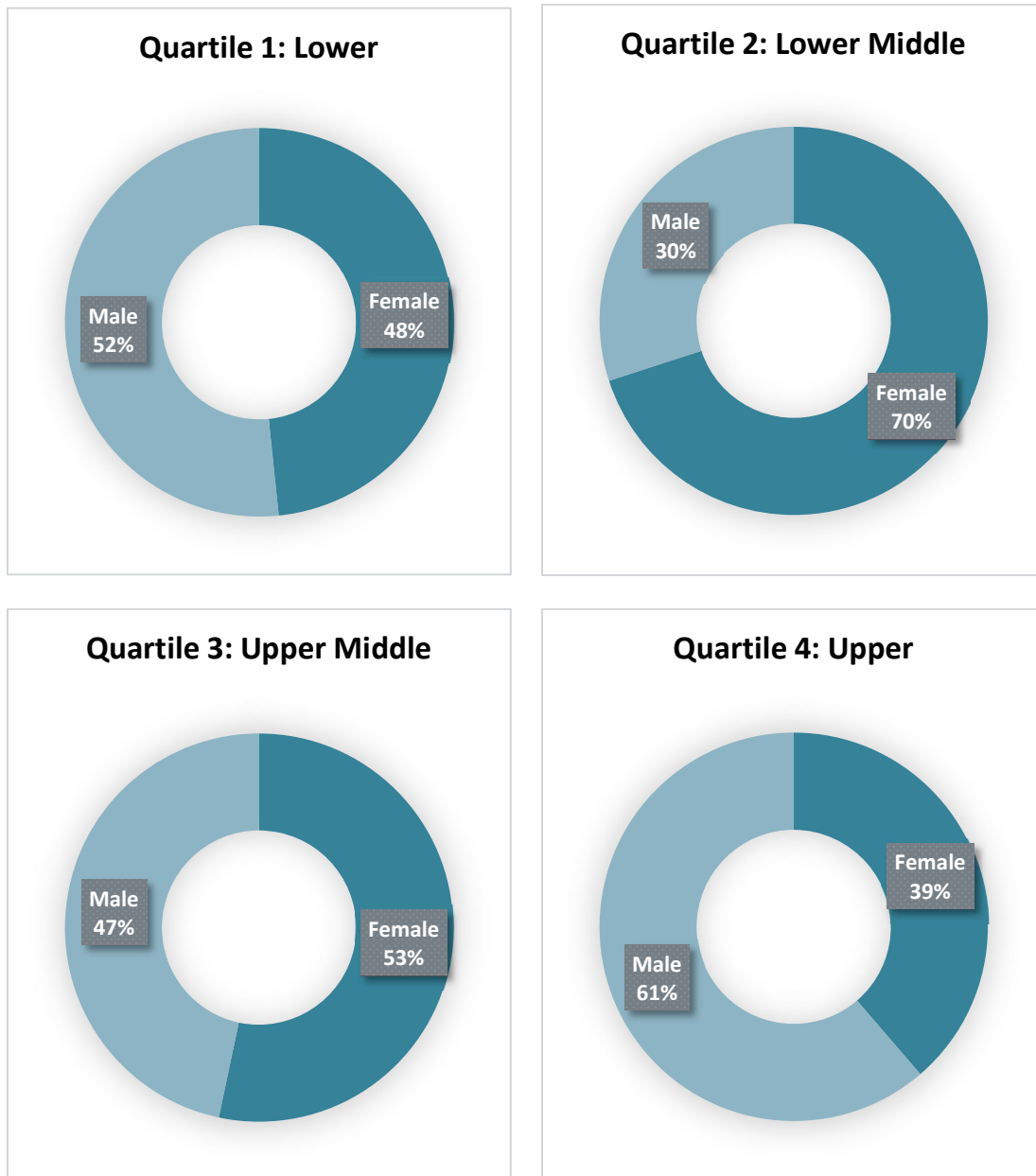
Bonus pay gap is in favour of male employees, with the mean at 35.16%; however, the median is lower at 12.50%.

### 3.3 Benefit-In-Kind Analysis



Access to benefits-in-kind is nearly equal, with 82.76% of men and 87.50% of women receiving them, indicating no significant gender gap in benefit-in-kind distribution.

### 3.4 Gender Breakdown by Quartile



Women are most strongly represented in Quartile 2 (70%) and Quartile 3 (53.33%), but their representation drops to 38.71% in the highest pay quartile, while men are most represented in the highest (61.29%) and lowest (51.61%) quartiles. This pattern highlights a concentration of women in the lower-middle and middle pay bands, with fewer women in the highest earning group.

## 4. Factors Impacting the Gender Pay Gap

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### 4.1 Occupational Distribution & Seniority

- Gender pay gap is influenced by distribution of men and women across job roles and levels of seniority.
- Progress made in recruiting and promoting women into management; however, men remain overrepresented in senior and technical roles with higher pay and bonuses.
- Women are more often found in administrative, support, and part-time roles, which have lower pay bands, contributing to the overall gender pay gap.

### 4.2 Working Patterns

- Part-time and flexible working arrangements are more commonly utilised by women, often due to caring responsibilities.
- Part-time roles generally offer lower hourly rates than full-time roles and have less access to bonuses and advancement opportunities.
- Societal norms and expectations shape working patterns, further widening the gender pay gap.
- Barriers to full-time work and career progression need to be addressed for all employees.

### 4.3 Tenure & Career Breaks

- Male employees tend to have longer continuous service in higher-paying roles, leading to greater cumulative earnings and eligibility for long-service benefits.
- Career breaks for family or caregiving, which disproportionately affect women, impact current pay levels and future advancement.
- The organisation is committed to targeted interventions, including talent development programmes, flexible working arrangements, and equitable recruitment practices, to address these disparities and close the gender pay gap over time.



## 5. Actions to Address the Gender Pay Gap

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### 5.1 Talent Development and Progression Initiatives

- Strengthening talent development programmes to support women's progression into senior and technical roles
- Enhancing mentorship opportunities for underrepresented groups
- Identifying and addressing barriers to advancement to achieve balanced representation at all workforce levels

### 5.2 Expanding Flexible Working Arrangements

- Expanding flexible working arrangements to support employees with caring responsibilities, regardless of gender
- Reducing the career impact of part-time work
- Encouraging broader participation in higher-paying, full-time positions
- Conducting regular reviews of recruitment, promotion, and pay practices to ensure transparency and equity

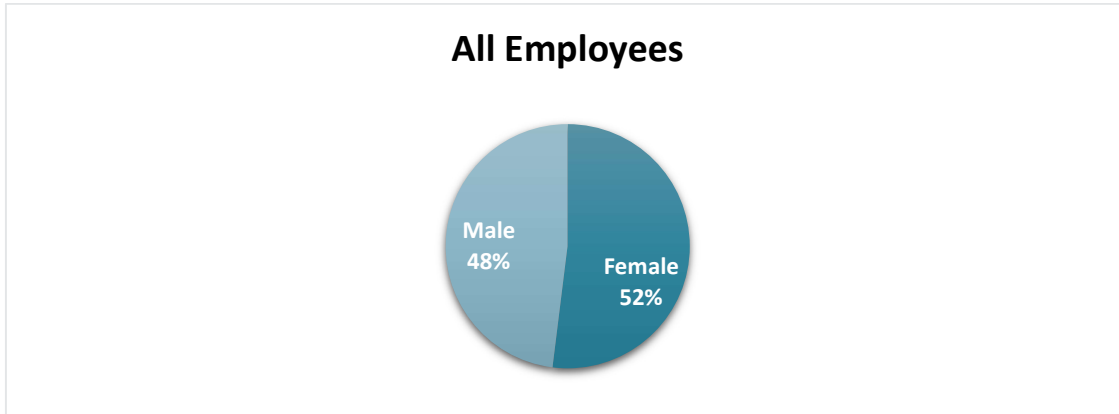
### 5.3 Employee Feedback

- Ongoing monitoring and reporting of gender pay data
- Using annual analysis insights to inform future strategies
- Actively seeking employee feedback to guide improvements and foster a culture of inclusion
- Aiming for sustained progress toward eliminating the gender pay gap and ensuring equal opportunities for all employees

## APPENDICES

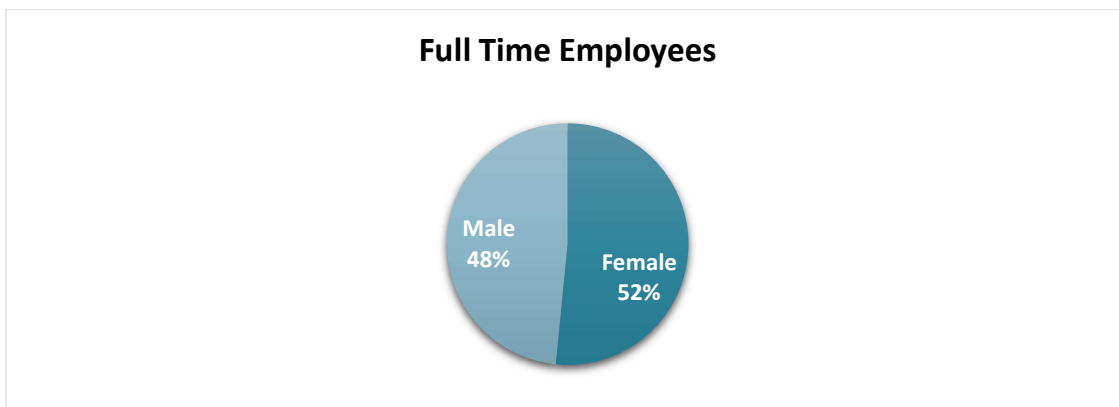
### APPENDIX A – Employment Profile

#### Total Number of Employees by Gender



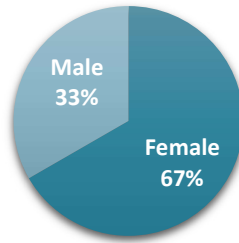
Gender	Number
Male	58
Female	64
Total	122

#### Breakdown by Employment Status



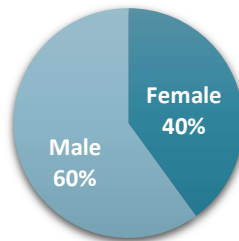
Gender	Number
Male	44
Female	47
Total	91

### Part Time Employees



Gender	Number
Male	5
Female	11
Total	16

### Temporary Employees



Gender	Number
Male	9
Female	6
Total	15

## APPENDIX B – Scope of the Report and Data Sources

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### Scope of the Report

This report provides a comprehensive analysis of the gender pay gap within the organisation as of the annual snapshot date of 30 June 2025. It encompasses all full-time part-time and temporary employees who were employed on the snapshot date and whose pay data is included in the official payroll records. The analysis covers both hourly pay and bonus pay for the reporting period, in line with statutory gender pay gap reporting requirements.

The report examines the overall gender pay gap and bonus pay gap, disaggregated by gender, and presents data on the proportion of male and female employees receiving bonuses. Additionally, pay distribution is analysed through quartile pay bands to identify trends in gender representation across different pay levels.

Any factors identified as impacting the gender pay gap are discussed, alongside specific actions undertaken or planned to address disparities. The scope of this report does not include contractors, agency workers, or those not employed directly by the organisation.

All figures and findings reflect data as at the 2025 snapshot date, providing a basis for comparison with previous years and supporting the organisations ongoing commitment to gender pay equality.

### Source of Data

The data used for this report was extracted from the organisation's official payroll and human resources systems, ensuring accuracy and completeness in accordance with statutory gender pay gap reporting requirements. All figures are based on employee records as of the June 2025 snapshot date, including information on pay, bonuses, working hours, and job roles.

Quality assurance processes were implemented to validate the reliability of the data and to ensure consistent application of definitions and classifications across all employee groups covered in the analysis. Any anomalies or discrepancies identified during data collection were reviewed and corrected in consultation with relevant HR and payroll personnel prior to final reporting.

### Adjustments & Approximations

In calculating hourly and bonus pay figures, adjustments were made for employees who took periods of unpaid leave during the relevant pay period. In accordance with statutory guidance, only earnings received during periods of paid work were included in the gender pay gap calculations. Any time spent on unpaid leave—such as parental, sabbatical, or other unpaid absences—was excluded from the calculation of average pay and bonuses for the affected employees. This ensures that reported figures reflect actual pay received and are not artificially lowered by periods without pay, allowing for a more accurate and equitable comparison across the workforce.

### Data Protection

In preparing and publishing this gender pay gap report, the organisation is fully committed to upholding its responsibilities under the Data Protection Acts 1988–2018 and the General Data Protection Regulation (GDPR). All personal data used in the analysis was accessed and processed strictly for the purpose of statutory gender pay gap reporting, with robust safeguards in place to ensure confidentiality and integrity. Data is aggregated and anonymised such that no individual employee can be identified from any published figures, and access to raw data was restricted to authorised HR and payroll personnel only. The organisation maintains strict data retention policies in

line with its legal obligations and ensures that employees' data protection rights are respected throughout every stage of data collection, analysis, and reporting.

## APPENDIX C – Gender Pay Gap Reporting Requirements

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### Gender Pay Gap Reporting

The Gender Pay Gap Information Act 2021 requires organisations of a specified size to publish annual reports detailing the differences in average hourly pay, bonus pay, and other remuneration between male and female employees, following a specified calculation methodology. Gender pay gap reporting is not directly related to equal pay. The legislation aims to increase transparency, promote accountability, and encourage employers to address gender-based disparities in the workplace. Employers are required to calculate the mean and median gender pay gaps, disclose the proportion of male and female employees receiving bonuses and benefits, and provide contextual information regarding the factors contributing to pay differences. The Office of the Director of Equality Investigations oversees compliance, and failure to report or misrepresentation of data may result in sanctions or reputational consequences.

In 2025, significant amendments to the reporting framework were introduced, strengthening the obligations for employers and expanding the scope of the legislation. Key changes included a lowering of the employee threshold, resulting in a greater number of smaller organisations being required to report, as well as more stringent data collection and disclosure requirements. These updates reflect Ireland's ongoing commitment to fostering workplace equality, align national standards with broader European directives, and ensure that gender pay gap reporting continues to drive progress towards pay equity across all sectors.

### Objectives

The primary objectives of the organisation's gender pay gap report are to transparently assess and communicate the current state of pay equity within the company, identify any disparities in pay or bonus distribution between genders, and provide insight into the underlying factors contributing to these gaps. Through rigorous analysis and regular reporting, the organisation aims to comply with legal obligations, foster trust among employees and stakeholders, and inform targeted actions that advance gender equality. The report serves not only to measure progress against previous years but also to reinforce the company's commitment to diversity, equity, and inclusion by ensuring that all employees have equal opportunities for reward and advancement.