



# Gender Pay Gap Report 2024

## About the Gender Pay Gap

All Irish organisations that employ in excess of 150 employees are required by law to report annually on their Gender Pay Gap. The Gender Pay Gap is defined as the difference in the average earnings of men and women over a standard period of time, regardless of their role or seniority.

## Where we report

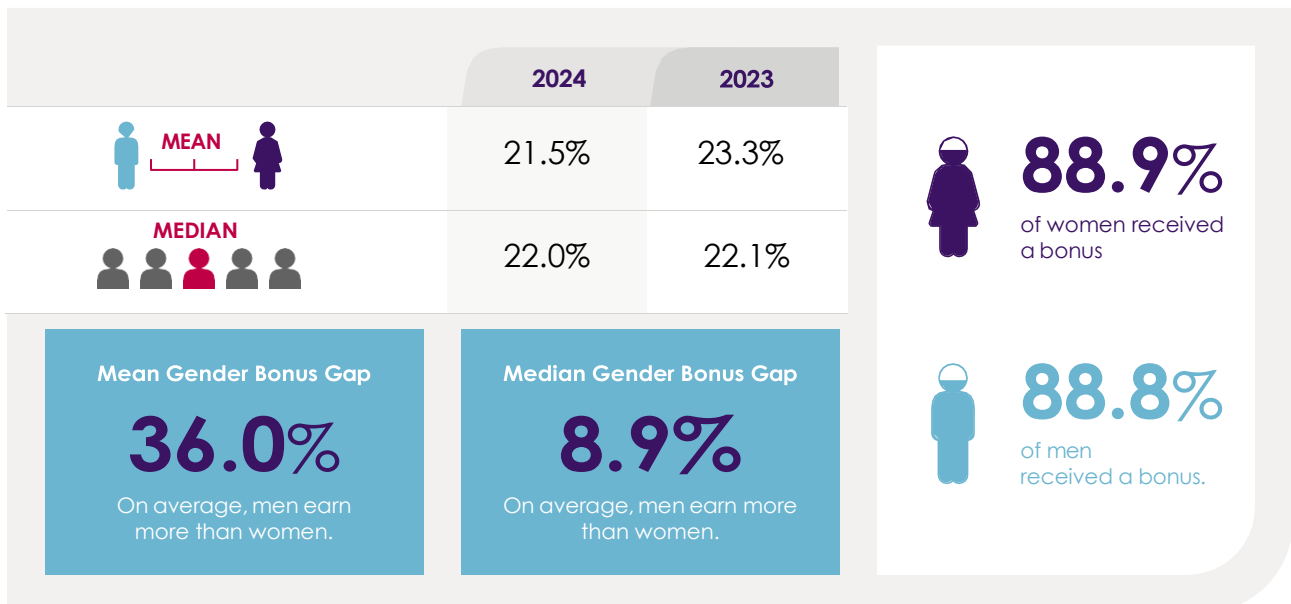
We publish our report on our websites, [Flogas.ie](https://www.flogas.ie) and [Flogasenterprise.ie](https://www.flogasenterprise.ie)

## Our ambition

Our ambition remains to be an employer of choice, attracting and retaining a truly diverse range of talented employees who are motivated and engaged. We have focused our efforts on the continued development of our processes, including attraction, onboarding, learning & development, Inclusion & Diversity initiatives, and reward, to maintain our positive position and to support all our colleagues to achieve their full potential.

## About our pay gap (all employees)

The population covered by the report is 331 employees: 54% male and 46% female.

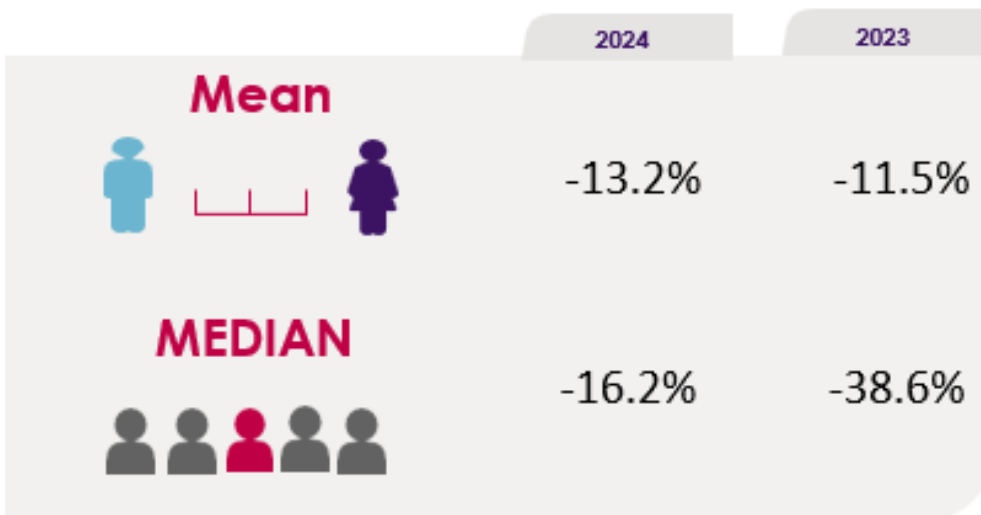


## Percentage of employees receiving Benefits in Kind



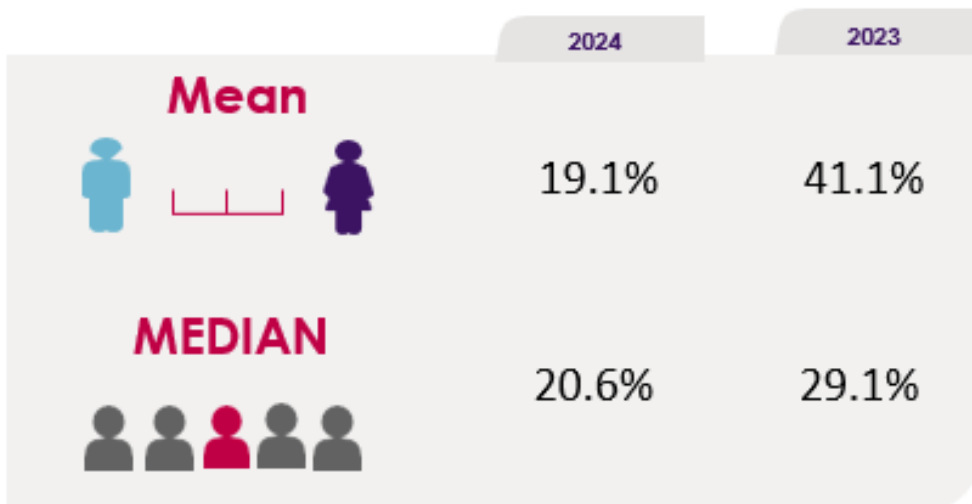
## About our pay gap (part time employees)

The population of part time employees covered by the report is 19 employees: 42% male and 58% female.



## About our pay gap (temporary contract employees)

The population of temporary contract employees covered by the report is 33 employees: 48% male and 52% female.



Our overall organisation numbers have grown by 11% since 2023. We have seen a significant overall change in the ratio of male to female colleagues, and this continues to be driven by the large volume of new roles being in professions which are not necessarily male dominated, such as customer service, finance, and marketing. Our traditional roles such as, driver, yard hands and field sales are still male dominated, and we struggle to attract women for these roles. We continue to promote and develop female leadership within the organisation and also at a senior management level, with an ambition to increase the ratios even further.

Our overall Gender Pay Gap of 21.5% and our median gender pay gap of 22.0% are both in favour of men. Our gender pay gap has reduced by almost 2% in the last 12 months with plans for further action in the coming financial years.

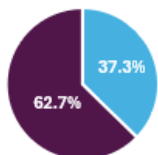
We have a number of different bonus schemes across the organisation, which reward performance aligned to business outcomes. We are confident that women and men are treated equally where their roles are at similar levels in terms of application of our bonus schemes.

In our bonus gap results, the mean gap has closed by 2.4% since last year, whilst we welcome this progress, we continue see a significant difference in favour of male employees, which is due to the larger proportion of male employees in our senior management team. We remain committed to closing this gap in the future.

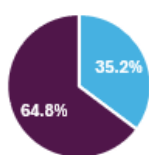
## Our pay quartiles: 2024

The table below illustrates the gender distribution at Flogas across four equally sized quartiles ranked from lowest hourly rate to the highest hourly rate. Each quartile represents 1/4th of the total workforce and their actual pay over a 12 month's period to the end of June 2024. Females are represented by the purple colour and blue represents male employees.

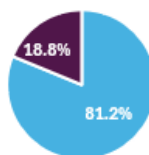
Q1 Lower quartile



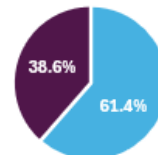
Q2 Lower middle quartile



Q3 Upper middle quartile



Q4 Upper quartile



In the last 12 months, the number of females in the lower quartile has reduced by 10%, with limited progress in the other areas. We are committed to focusing on attracting, developing, and retaining a diverse range of talent, to support an inclusive workplace as our business operations grows and creating more career paths and progression paths internally.

As our business grows, we are creating a range of new and more diverse roles and new career paths within existing departments. This year we were awarded the bronze accreditation from the Irish Centre for Diversity and continue to make investments in our recruitment strategy, focusing on STEM careers and hiring more females into the workforce in senior management roles.

## Our focus for the next year

We recognise the benefits of a diverse and inclusive workplace, for our colleagues and for our customers. We will continue to focus on supporting our colleagues through development, including:

1. Reviewing our policies, procedures and processes – taking every opportunity to ensure diversity and inclusion by design. Obtaining the Silver accreditation with the Irish Centre for Diversity and being led by their policies and practices in respect to I&D in the workplace.
2. Completing our job levelling project and investing in our reward frameworks, ensuring equitable pay and reward, regardless of gender – underpinned by pay principles and job sizing.
3. Actively supporting the attraction and development of a diverse talent pool, ensuring that we deliver on our commitments in terms of talent development
4. Deliver on the rollout of our BUILD Leadership program to support the development and skills of our leadership teams
5. Continuing to work with our talent acquisition partners to increase diversity in under-represented functions and ensure we are an employer of choice.