



# ALDI Ireland Gender Pay Gap Report 2024

## Introduction

We are pleased to publish our 2024 Gender Pay Gap report, reinforcing ALDI's commitment to Diversity and Inclusion and the government's Gender Pay Gap legislation. The report covers our latest Gender Pay Gap data and ongoing actions to promote equality within our business.

Diversity and Inclusion continues to be at the forefront of the way we work. At ALDI, we are a company built on merit and opportunity. Our growth allows us to provide career opportunities for everyone, regardless of their individual background and where they work in our business. As an equal opportunities' employer, we strive to foster a collaborative, respectful, and fair environment. To read our full Equal Opportunities statement, please visit <https://www.aldi.ie/equal-opportunities>

Over three years of reporting under the Gender Pay Gap legislation, we've closely reviewed women's progression into senior roles, succession planning, recruitment, and talent development. Whilst meaningful change takes time, we remain fully committed to supporting the progression of women in ALDI.

To learn more about Diversity and Inclusion at ALDI, including our **Embrace Strategy**, please visit <https://www.aldirecruitment.ie/diversity-inclusion>

You can also access our previous Gender Pay Gap report for [2023](#).

## Reporting on our Gender Pay Gap

Having first reported on our Gender Pay Gap in December 2022, we are pleased to be providing our third Gender Pay Gap report. In accordance with the reporting requirements of the 2021 Gender Pay Gap Information Act, we take a snapshot of our data at a date in June 2024 and publish our results by the same date in December 2024.

### A reminder of what we mean by Gender Pay

Gender Pay is not the same as Equal Pay and it's important to distinguish between them as the two can often be confused.

**Gender Pay** measures the difference between the average pay of all men in the workforce and the average pay of all women in the workforce, regardless of type or level of role. It's a group comparison that highlights any differences in the distribution of men and women across the workforce.

**Equal Pay** measures the difference in the pay of men and women doing the same role, similar role or work of equal value. It's an individual comparison that highlights if there are any differences in pay related specifically to gender.

At ALDI, our colleagues' pay depends solely on their job and how long they have worked for us. As no other factors are considered when determining pay, we're confident we do not have any equal pay issues at ALDI. While a company can deliver Equal Pay to individual men and women, it is still possible to have a Gender Pay Gap due to a range of factors that have historically impacted the progression of women in the workplace. According to a recent report published by PWC, the average pay gap for Irish companies in 2023 was 11.2%<sup>1</sup>, down from 12.6% in 2022.

**This report will focus on Gender Pay, consistent with previous years.**

<sup>1</sup>This data point was sourced from website: <https://www.pwc.ie/media-centre/press-releases/2024/gender-pay-gap-report-2024.html>

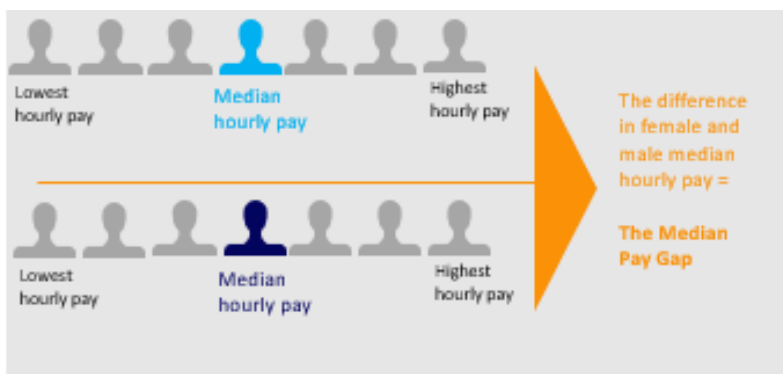
## Measuring Gender Pay

We report on a number of statistics when measuring gender pay. These include:

- The **Median and Mean** Hourly Pay Gap;
- The Bonus Pay Gap;
- The % of employees receiving bonus;
- The % of employees receiving benefit in kind (BIK); and
- Our pay quartiles.

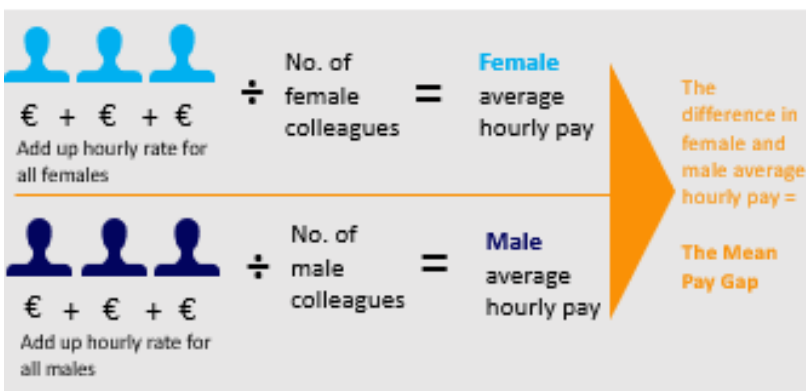
### What is the Median Pay Gap?

The Median Pay Gap finds the woman who earns more than half the other women in the company, and less than the other half – the one right in the middle – and compares her earnings to the man in the same position.



### What is the Mean Pay Gap?

The Mean Pay Gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men.



## Our 2024 Gender Pay results

### Measuring our Pay Gap

#### Median Pay Gap

| Employees | 2024    |
|-----------|---------|
| All       | 1.61%   |
| Part-time | 0.52%   |
| Temporary | -16.07% |

For 2024, our Median Pay Gap for all employees is 1.61% in favour of men. This result represents an overall reduction of 35% year-on-year in favour of women. Our Median Pay Gap figure reflects that most of our jobs are store roles, and our practice of determining pay based solely on job type and tenure in the role. Median Pay Gaps for our part-time and temporary employees have also reduced. For our part-time employees, the Median Pay Gap has reduced by 0.72%, from 1.24% to 0.52% in favour of men, whilst the Median Pay Gap for temporary employees has also closed by 8.31%, from -24.38% to -16.07% in favour of women. Whilst being subject to alteration each year through personnel changes, as people continue to join and leave the company, we remain committed to addressing our Median Pay Gaps.

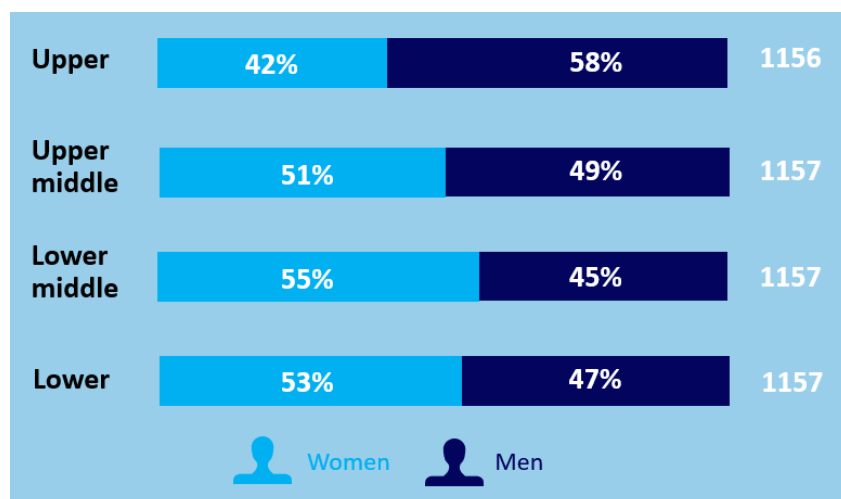
#### Mean Pay Gap

| Employees | 2024   |
|-----------|--------|
| All       | 10.71% |
| Part-time | 1.78%  |
| Temporary | -9.8%  |

For 2024, our Mean Pay Gap for all employees is 10.71% in favour of men. This result represents a reduction of 14% year-on-year in favour of women. Despite falling below a reported average Mean Pay Gap of 11.2%<sup>1</sup> across Irish companies, and reducing our Mean Gap by a quarter in two years, we recognise we must continue our efforts to address the gap. Mean Pay Gaps for our part-time and temporary employees have also reduced, increasing in favour of women and men respectively. For our part-time employees, the Mean Pay Gap has reduced by 0.37%, from 2.15% to 1.78% in favour of men, whilst the Mean Pay Gap for temporary employees has also closed by 4.67%, from -14.47% to -9.8% in favour of women. As with our Median Pay Gaps, our Mean Pay Gap results can be expected to fluctuate on an annual basis through changes in people joining and leaving the company.

#### Our Pay Quartiles

In addition to providing our Median and Mean Pay Gaps, we also publish the results of our gender distribution across our range of hourly pay rates. This is achieved through ranking the pay of all employees from lowest to highest and splitting the range of pay into four equally sized groups, referred to as Pay Quartiles. We then show the proportion of male and female colleagues within each of the four Pay Quartiles.



Our Pay Quartiles show the greatest representation of men (58%) is in the Upper Pay Quartile. Employees within the Upper Pay Quartile are often individuals who hold a senior position within the company, with leadership responsibilities and higher base pay often associated with their role. When considering the changes against our 2023 report, the percentage of men in the Upper Pay Quartile has reduced from 59% to 58%, however this still displays an uneven gender distribution in senior positions which likely remains a key driver behind our Pay and Bonus Gaps. Consistent with our 2023 figures, there have been minimal changes to the gender distribution within the Lower Middle and Lower Pay Quartiles where there is a higher representation of women.

## Measuring our Bonus Gap

### Median Bonus Gap

| Employees | 2024    |
|-----------|---------|
| All       | -48.73% |

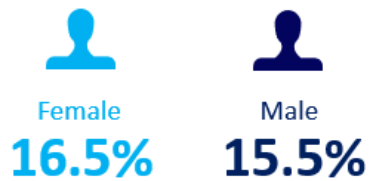
For 2024, our Median Bonus Gap is 48.73% in favour of women. This mostly reflects changes to our store incentives schemes, resulting in the median amount being higher for females in 2024. We expect the bonus median will be subject to variation on an annual basis.

### Mean Bonus Gap

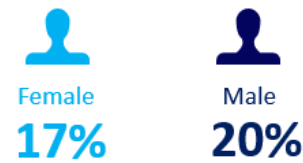
| Employees | 2024  |
|-----------|-------|
| All       | 0.91% |

For 2024, our Mean Bonus Gap is 0.91% in favour of men. This result represents a shift of 4.81% in favour of men, having been -3.9% in favour of women in 2023. Despite our Mean Bonus Gap being smaller this year, we recognise we must continue our efforts to address the gap.

### % of employees receiving a bonus



### % of employees receiving benefit in kind (BIK)



<sup>1</sup>This data point was sourced from website: <https://www.pwc.ie/media-centre/press-releases/2024/gender-pay-gap-report-2024.html>

## Our 2024 update on addressing our Gender Pay Gap

Consistent with last year, we have provided an overview of our ongoing initiatives and programmes that have sustained and built upon our long-term efforts to reduce our Gender Pay Gap and promote the progression of women at ALDI.

### Women in Leadership Mentorship programme

Launched in 2023, our Women in Leadership Mentorship programme promotes greater gender balance by increasing visibility for female talent and building a more gender-diverse candidate pipeline for potential progression opportunities. We hope the programme will continue to support advancement for women at ALDI and contribute to a further reduction in our Gender Pay Gap.

### Menopause Ambassadors

In October 2021, ALDI launched '*Embrace*', a Menopause Support Guide fostering open conversations around menopause. In 2023, we also introduced Menopause Ambassadors to raise awareness, and advocate and support colleagues who may be experiencing symptoms of menopause. Additionally, a Menopause Survey will be released to colleagues in 2024 to understand how we can better support them through this life stage. In recognition of its support of colleagues, ALDI recently received the title of 'Best Large Business' at the Menopause Workplace Excellence Awards 2024, in conjunction with the Menopause Hub and Great Place to Work Ireland.

### Flexible working

We continue to offer flexible working opportunities to support our colleagues' personal circumstances, including:

- Retail colleagues: We offer a number of different contracts to our employees, starting at 15 hours per week for store staff. Colleagues can also request to flex their standard hours to suit their personal circumstances.
- Store Managers: We offer a range of 4-day and 5-day contracts to store management to support their personal circumstances.
- Office colleagues: We have a hybrid working model where colleagues can work 2 days at home and 3 days in the office. They can also speak with their manager to request part-time working hours, which is reviewed on a case-by-case basis.

### Attraction and Selection

We remain committed to ensuring equal opportunities are offered throughout our hiring processes, helping to ensure all our recruitment materials represent the growing diversity within our business.



## **Diversity and Inclusion Training**

We continue to provide Diversity and Inclusion training for Store Managers and above, providing tools to facilitate positive conversations about the importance of inclusion and equality.

Furthermore, in 2023, ALDI received the Investors in Diversity – Bronze award from the Irish Centre for Diversity. This best-practice framework offers a roadmap that enhances our existing initiatives, ensuring we can work towards becoming a more equitable and inclusive organisation.

## **Employee Listening**

Our Employee Listening Groups are central to our Embrace Strategy, helping us understand employee perspectives to foster a diverse, inclusive and supportive workplace with equal career progression opportunities for all colleagues. We will continue to listen to our colleagues and use these insights to continue to make positive changes at ALDI.

**Each year, as we publish our results, we will remain transparent around our numbers and the reasons behind them, and we will continue to provide updates on ongoing and new initiatives taking place across ALDI to address our gap and improve the progression of our female colleagues.**