



## ALDI Ireland Gender Pay Gap Report 2025

### Introduction

We are pleased to publish our 2025 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 four 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 reports for [2022](#), [2023](#) and [2024](#).

### Reporting on our Gender Pay Gap

Having first reported on our Gender Pay Gap in December 2022, we are pleased to be providing our fourth 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 2025 and publish our results by the same date in November 2025.

#### 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.

A gender pay gap does not indicate discrimination or an absence of equal pay for equal value work - it reports a gender representation gap. This report will focus on gender pay. 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 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](#)

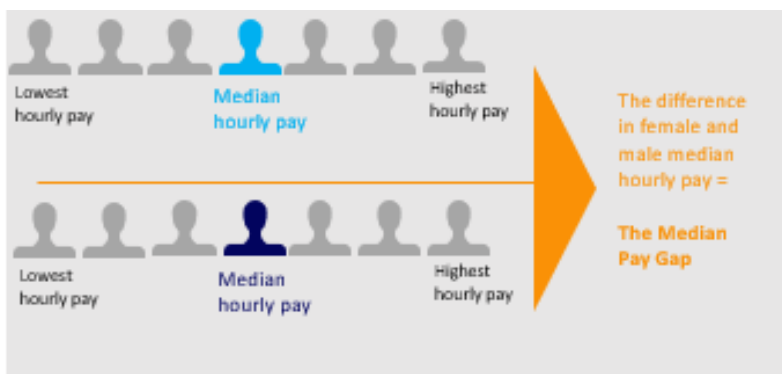
## Measuring Gender Pay

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.

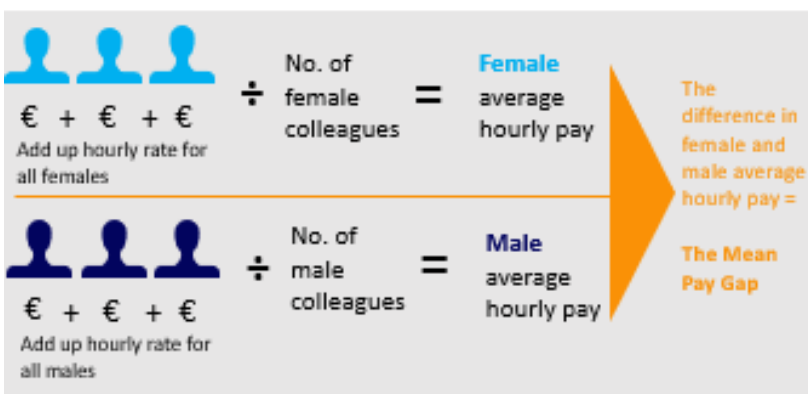
### What is the Median Pay Gap?

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 2025 Gender Pay results

### Measuring our Pay Gap

#### Median Pay Gap

Employees	2025
All	1.33%
Part-time	0.38%
Temporary	-3.15%

For 2025, our Median Pay Gap for all employees is 1.33% in favour of men. This result represents an overall reduction of 0.28 points 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 0.14 points, from 0.52% to 0.38% in favour of men, whilst the Median Pay Gap for temporary employees has also closed by 12.92 points, from -16.07% to -3.15% 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.

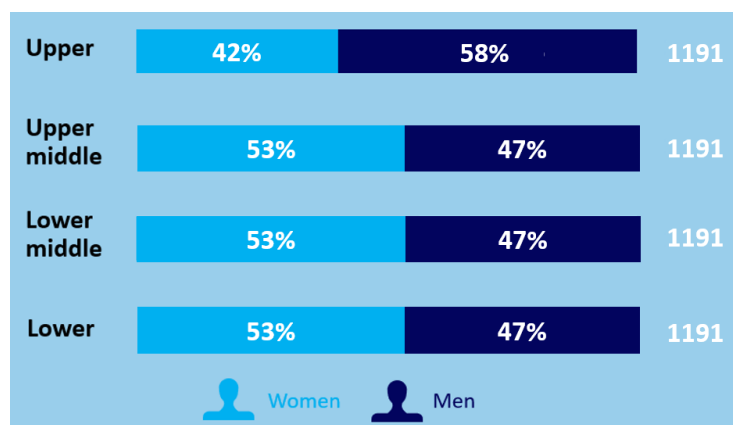
#### Mean Pay Gap

Employees	2025
All	9.60%
Part-time	0.16%
Temporary	2.81%

For 2025, our Mean Pay Gap for all employees is 9.60% in favour of men. This result represents a reduction of 1.11 points 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 23% 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 1.62 points, from 1.78% to 0.16% in favour of men, whilst the Mean Pay Gap for temporary employees has also closed by 12.61 points, from -9.8% to 2.81% in favour of men. 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 2024 report, the percentage of men in the Upper Pay Quartile has remained unchanged at 58%. This still displays an uneven gender distribution in senior positions which likely remains a key driver behind our Pay and Bonus Gaps. The Upper Middle Pay Quartile has however seen an increase in women from 51% to 53% and the Lower Middle Pay Quartile has seen a decrease in women from 55% to 53%. Consistent with our 2024 figures, there have been minimal changes to the gender distribution within the Lower Pay Quartile where the representation of women remains at 53%.

## Measuring our Bonus Gap

### Median Bonus Gap

Employees	2025
All	0%

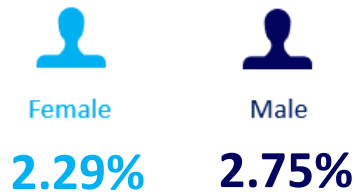
For 2025, our Median Bonus Gap is 0%. This 0% gap reflects changes to our store incentives schemes designed to minimise annual variations.. We now expect the bonus median to be subject to minimal variations on an annual basis.

### Mean Bonus Gap

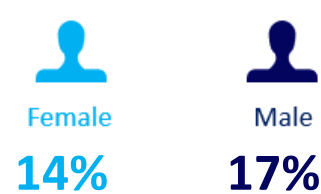
Employees	2025
All	-10.30%

For 2025, our Mean Bonus Gap is -10.30% in favour of women. This result represents a shift of 11.2 points in favour of women, having been 0.91% in favour of men in 2024. Changes to our store incentive scheme mid reporting year are reflected in the median result and we expect these changes to show in the mean figure in the next reporting year.

### % of employees receiving a bonus



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



### Our 2025 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.

Building on its success, the programme was extended further to include Warehouse Operations and the National Office in 2024.

This was further supported by a Women in Leadership networking event which provided a valuable opportunity for past participants to reflect on their leadership journey, reconnect with peers, and continue to build on the skills and insights gained throughout the programme.

In addition, a Women in Leadership Employee Resource Group (ERG) has been scoped and will launch in Q4 2025. This ERG will provide a focused and supportive space for female colleagues to connect, develop, and thrive and will reinforce ALDI's commitment to gender equity, inclusive leadership, and career progression, while strengthening internal networks across all regions and functions.

We hope that these initiatives will continue to support advancement for women at ALDI and contribute to a further reduction in our Gender Pay Gap.

#### Menopause Ambassadors

In 2023, and as part of our Embrace strategy, we introduced Menopause Ambassadors to raise awareness, and advocate and support colleagues who may be experiencing symptoms of menopause. To ensure we continue to offer the right supports to colleagues, the second annual Menopause Survey will be released to all colleagues in Q3 2025 to understand how we can better support them through this life stage, and to measure progress since the 2024 survey.

In recognition of its support for colleagues, ALDI received the title of 'Best Large Business' at the Menopause Workplace Excellence Awards 2024, and the Gold Level Menopause Workplace Excellence Accreditation 2024.

In addition, the Menopause Ambassador team were awarded 'Outstanding Employee Resource Group' at the National Diversity & Inclusion Awards 2025.



## **Flexible working**

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

- Retail and warehouse colleagues: We offer a number of different contracts to our employees, starting at 15 hours per week. Colleagues can also request to flex their standard hours to suit their personal circumstances.
- Store and Warehouse Management: 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. We also offer a range of contracted hours providing flexibility to office colleagues. .

## **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.

To further support this, and having rolled out Disability Awareness training to all Executive Managers and above in Q2 2024, we have extended this to include all Store Managers

In recognition of our commitment to Diversity, Equity, Inclusion and Belonging (DEIB), ALDI received the Investors in Diversity – Silver accreditation from the Irish Centre for Diversity in 2024. This best-practice framework provided a roadmap that enhanced existing initiatives, ensuring we continued to work towards becoming a more equitable and inclusive organisation.

We have continued to progress at pace on this journey, which is why we have recently been awarded the prestigious Investors in Diversity – Gold accreditation from the Irish Centre for Diversity. The accreditation and subsequent report recommendations provide us with valuable insights which allows to continue this journey and further support all of our colleagues.

**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.**