

Togher Supermarkets Ltd. Gender Pay Gap Report 2024/2025



Introduction

Togher Supermarkets Ltd., part of Ryan's SuperValu Group, is a family run business, whose mission is to **support local** and provide the communities in which we operate with **great quality fresh food**.

Our team in store are key to achieving our mission and endeavour to provide **exceptional service** to our customers each and every day. We believe that every customer and team member alike should be **treated fairly and with respect**. We are committed to identifying opportunities that will improve our business, **encourage diversity** and ensure we continue to treat all employees, both current and future equally within our business regardless of gender or background.

The data shared in this report is for the **12 month period from 30th June 2024 to 30th of June 2025**. The data was sourced from our payroll system with calculations based on regulatory guidelines.



Gender Pay Gap

The **mean** gender pay gap measures the difference between men and women's average pay within our business. It looks at the total remuneration and expresses any difference in remuneration between the genders as a percentage.

The **median** is the middle value in a range of data, the median pay gap is the difference between the midpoint in the ranges of hourly rates of pay for male and female employees.

Both metrics are important and should be looked at together, however the median is typically a more representative figure as it is less likely to be skewed by a small number of very high or very low earners. Minus figures indicate the gap is in favour of females.

All Employees

4.52% - Mean Pay Gap
-0.81% - Median Pay Gap

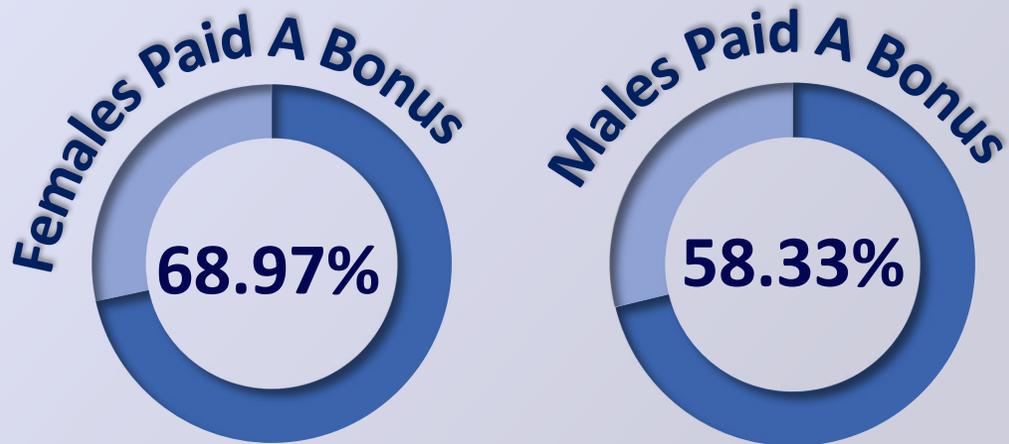
Part Time Employees

2.18% - Mean Pay Gap
-2.85% - Median Pay Gap

Temporary Employees

0% - Mean Pay Gap
0% - Median Pay Gap

Gender Bonus Gap & Benefit in Kind (BIK)



While the number of females that received bonus remuneration was somewhat higher, the **mean bonus gap is 16.19%** indicating that some males received a higher bonus, reflecting differences in job roles/seniority and work patterns between male and female employees. Bonuses are tiered to hours worked; men predominantly worked more hours than women. **The median gap is 0%.**

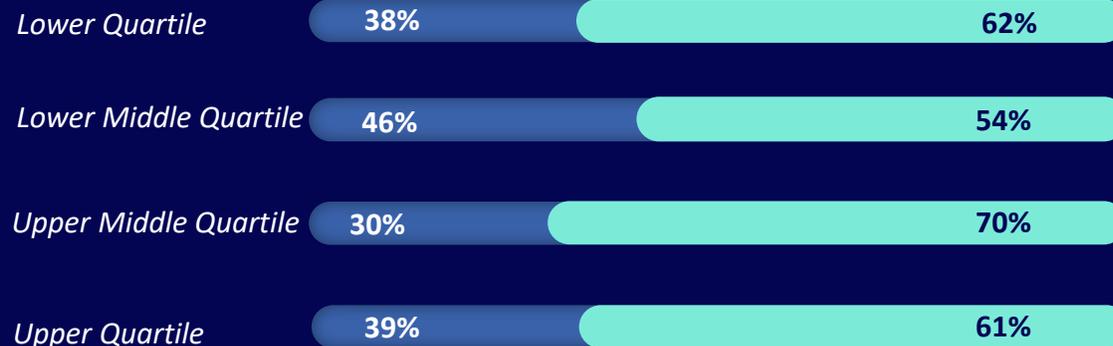
0% of both males and females received BIK

Pay Quartiles

The **pay quartiles** refer to the division of employees into four segments based on the value of their hourly wage and highlights the proportion of male and female employees in each segment.

Understanding the proportion of men and women in each quartile gives an indication of the gender representation at different levels within the business.

The distribution of male and female employees across pay quartiles varies significantly with females being well represented in higher pay bands but also heavily overrepresented in the lowest paid roles.



Male

Female

Understanding Our Gender Pay Gap

In Ryan's SuperValu, pay rates are assigned to the role, employees receive the rate that is reflective of their experience and skillset, regardless of their gender.

Our mean pay gap for all employees is 4.52% and the median pay gap is -0.81%. Our pay gap is driven by the following factors:

- While there are more females employed in the business, there are more males in senior positions such as department managers and chargehand roles
- Traditionally male dominated roles such as butchers and drivers attract higher rates of pay to reward the skillsets associated with the professions
- We offer part-time flexible working arrangements, there is a larger number of experienced and/or skilled females opting for flexible working arrangements versus their male counterparts, this is reflective in the pay gap for part-time employees (2.85% in favour of females)

Our Commitments & Actions

While our mean pay gap is below the most recent reported figures (2022) for the EU (12.7%) and Ireland (9.6%), we are committed to addressing the gap by implementing a number of considered measures to further **promote inclusion, equity and diversity within our workforce.**

We are committed to ensuring our business is one in which all employees can reach their full potential, having access to the supports and resources to facilitate both personal and professional goals. In order to continue to work towards this in 2026, the following actions will be implemented

- The continued promotion of better work life balance for senior roles, something we have actively worked on over the last number of years by reducing contracted hours in these positions, making these roles more attractive to a wider range of candidates both internally and externally
- Actively ensuring all recruitment campaigns are carefully considered, use gender neutral terminology, emphasise skills required and available development supports and target a diverse pool of candidates
- All management personnel that are responsible for conducting interviews and hiring employees will be re-trained on effective interviewing skills and relevant legislation
- In addition to the above training all management personnel responsible for recruitment and selection will undergo training on diversity, equity and inclusion