

# Aramark Ireland

## Gender Pay Gap 2024 Report

As the HR & DEI Director at Aramark Ireland, I'm proud to present our Gender Pay Gap report for 2024. This report highlights significant improvements we have made in closing the gender pay gap within Aramark. Over the past year, we have made further progress, reducing our mean gender pay gap by 2% from 14.9% in FY23 to 12.9% in FY24.

At Aramark, we recognise the profound impact that a diverse workforce has on our organisation's success. We believe that diversity drives innovation, enhances decision-making, and ultimately leads to better business outcomes. Our efforts to close the gender pay gap are part of our broader strategy to create an environment where all employees can thrive, regardless of gender.

In 2024 we launched our Employee Resource Groups (ERGs), including EMPOWER Ireland Hub, which focuses on accelerating the advancement of women leaders. Through initiatives such as speaker series, workshops, mentoring opportunities, and community outreach, EMPOWER is helping to create a supportive and empowering environment for women at Aramark.

We also launched our new Work-Life Balance Policy, which recognises the importance of achieving a balance between work and personal commitments. This policy aims to enhance colleague motivation, performance, and productivity while

continuing to meet Company, client, and customer expectations. By supporting our colleagues in achieving a better work-life balance, we are fostering a more engaged and productive workforce.

In celebration of International Women's Day, we hosted our very first EMPOWER Culinary Challenge. This event was dedicated to showcasing the extraordinary culinary expertise within our female chef network. These talented female chefs are at the forefront of defining excellence within our organisation and shaping the culinary scene in Ireland.

While we are proud of the progress we have made over the past year, we recognise that there is still work to be done. We remain committed to continuing our efforts to further closing the gender pay gap and to fostering an even more diverse and inclusive workplace where all colleagues can thrive.



**Joanne Doyle**

Human Resources & Diversity, Equity  
Inclusion Director, Aramark Ireland

## EXECUTIVE SUMMARY

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. The percentages expressed with a minus means that women have earned more than men.

Aramark employs over 8,000 colleagues across the Republic of Ireland in our legal entities. The mean gender pay gap in each legal entity is as follows:

Avoca	Campbell Catering Limited	Vector Workplace and Facility Management Limited	Aramark Ireland (Overall)
2.7%	5.6%	29.3%	12.9%

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## METHODOLOGY

The 'gender pay gap' is the difference in average earnings between women and men.

The Gender Pay Gap Report 2024 does not include data from Aramark legal entities with less than 150 employees in the relevant period leading up to the "snapshot date" of 30<sup>th</sup> June 2024.

Bonus and Benefit in Kind data relates to a 12-month period leading up to 30<sup>th</sup> June 2024.

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## WHY DO WE HAVE A GENDER PAY GAP?

According to the Central Statistics Office, the Gender pay gap in Ireland in 2022 was 9.6%.

Aramark is determined to combine a range of actions to reduce the gender pay gap as referenced later in this report. The tables below show our gender pay gap data for each of the legal entities in Aramark with 150+ colleagues as of 30<sup>th</sup> June 2024 and bonuses and Benefit in Kind recorded in the year to 30<sup>th</sup> June 2024.

Aramark advertises all job vacancies on the company website, job boards such as LinkedIn and Indeed, to ensure a wide reach of candidates. We encourage people at all levels within the organisation to optimise learning and development opportunities and have succession planning mechanisms in place. As a result, there are many internal promotions throughout the year.

## Avoca Handweavers Shops Limited

Due to the ongoing efforts of our Avoca colleagues the gender pay gap has reduced from 4% in 2023 to 2.7% this year, due to there being more females in the Upper (Q4) and Upper Mid Quartiles (Q3).

Female

Male



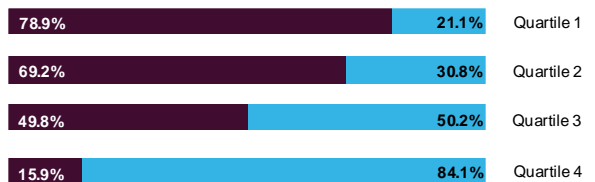
## Campbell Catering Limited

Campbell Catering Limited has reduced its Gender pay gap which is now lower than the national average sitting at 5.6%. The Gender Pay Gap exist due to the high proportion of female employees employed at the Lower (Q1) and Lower Mid Quartiles (Q2). The gap has however decreased from 11.8% in 2023 due to an increase in females employed in the Upper (Q4) and a decrease in females employed in the Lower Middle Quartile (Q2) than last years.



## Vector Workplace and Facility Management Limited

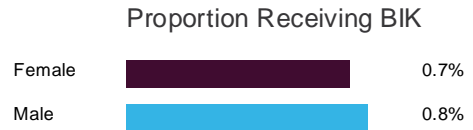
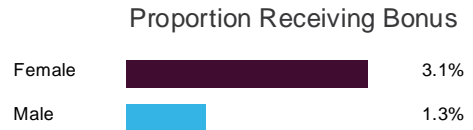
Vector Workplace and Facility Management Limited has a higher-than-average gender pay gap of 29.3% due to the high proportion of males in the most senior roles whereas roles of lower seniority are occupied by proportionally more females in the Lower (Q1) and Lower Mid Quartiles (Q2). The technical nature of the roles associated with those in the highest Quartile are reflective of roles which may have been traditionally seen as male roles by society and can result in a lower level of female applications for available roles. The overall gap has however improved slightly from 2023 where it stood at 29.8%. This is mainly due to the increase of females at the Upper Quartile (Q4).



# GENDER PAY GAP STATISTICS

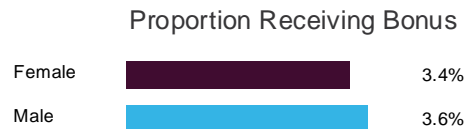
## Avoca Handweavers Shops Limited

Pay Gap	Mean	Median
Hourly Rate	2.7%	0.7%
Part Time Hourly Rate	3.3%	0.6%
Temporary Hourly Rate	-65%	-5.9%
Bonus Pay Gap	43.7%	25.4%



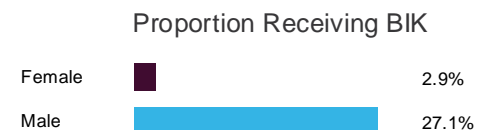
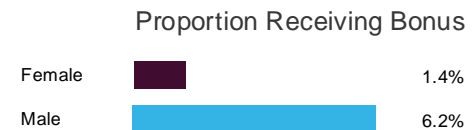
## Campbell Catering Limited

Pay Gap	Mean	Median
Hourly Rate	5.6%	0.3%
Part Time Hourly Rate	-1.1%	0.0%
Temporary Hourly Rate	-29.5%	3.2%
Bonus Pay Gap	48.6%	31.6%



## Vector Workplace and Facility Management Limited

Pay Gap	Mean	Median
Hourly Rate	29.3%	23.2%
Part Time Hourly Rate	6.3%	2.5%
Temporary Hourly Rate	38.5%	2.9%
Bonus Pay Gap	-0.8%	-75.2%



# WHAT ARE WE DOING ABOUT THE GENDER PAY GAP?

## EMPOWER

2024 saw the launch of Ireland's regional EMPOWER ERG. EMPOWER's is dedicated to advancing women in our business through a variety of initiatives. From engaging workshops and impactful mentoring programs to speaker series and so much more, EMPOWER aims to create an environment where every individual can thrive and succeed. Our Employee Resource Groups are a means for collaboration, support, and professional development. They provide a platform for colleagues to connect, share experiences, and access valuable resources that enable personal and professional growth. As we embark on this journey with EMPOWER, we are excited about the opportunities it presents to create a more inclusive and supportive workplace.



Aramark  
**EMPOWER**

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## EMPOWER Culinary Challenge

EMPOWER Ireland launched in February 2024 at our very first EMPOWER Culinary Challenge. This competition was designed to spotlight and showcase the exceptional culinary talent throughout our female chef network. Beyond the kitchen, this competition is a reflection of the core values upheld by our Aramark Employee Resource Group, EMPOWER, which is dedicated to championing the advancement of female leaders within our organisation. It was an opportunity for chefs to showcase their talents, contribute to a culture of diversity and inclusion, and inspire others in the culinary world



The event was a great success, and we look forward to our colleagues across the International Aramark business adopting within their own countries in 2025.

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## International Women's Day

For International Women's Day, we held an event in our Newenham House Head Office to celebrate the achievements and contributions of women in our workplace and beyond. The event

started with the announcement of our two winners of the EMPOWER culinary challenge, followed by a wellness session aimed at promoting physical and mental well-being, underscoring the importance of self-care and resilience in today's fast-paced world.

The core of the event was a panel discussion featuring four of our female colleagues who have made significant impacts in their respective fields. Each colleague brought a unique perspective and expertise to the discussion, shedding light on their experiences, challenges, and triumphs as women in their professions. The panel discussion also served as a platform for dialogue and reflection. It reinforced the significance of gender diversity and inclusivity at Aramark, emphasizing the importance of empowering women to reach their full potential.

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## Women In Leadership Event

The EMPOWER Employee Resource Group held "Women in Leadership" event at the historic Avoca Mill. The day was an inspiring blend of knowledge-sharing, personal development, and community-building, reinforcing our commitment to advancing women within our business.

The event began with introductions from Joanne Doyle (Human Resources & Diversity, Equity & Inclusion Director) and Brian Handley (Managing Director Avoca), who highlighted the critical importance of women in leadership. Their discussions set the tone for the day, emphasizing the value that diverse leadership brings to our business and the broader community.

Following the presentations, colleagues did a tour of the Avoca Mill, delving into the legacy of the three Wynne sisters, who not only ran the mill but also left an indelible mark on its 300-year history. Their story is a testament to the enduring impact of women in leadership roles, and it resonated deeply with our colleagues.

Further sessions were run with colleagues looking at the power of personal branding and a practical session on enhancing colleagues LinkedIn presence.

In 2024 membership grew by 256%



## Career Development Opportunities

### Make Your Mark Academy

2024 was another successful year for our Make Your Mark Academy succession planning programme aimed at developing our Front-Line colleagues across Ireland. The purpose of the programme is to identify star performers who have future potential to move into Team Leader and Supervisor roles. This year 69% of those who completed and graduated were female.



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### Retail Ireland Skillnet

As a business we strengthened our partnership with Retail Ireland Skillnet, a national support agency of the Irish Government designed to help Irish businesses develop their talent.

In 2024 5 colleagues graduated The Retail Supervision Apprenticeship programme and 3 colleagues received their Degrees. Of the 5 colleagues graduating the Apprenticeship programme 80% were female and of the 3 receiving their Degree, 100% were female. We will continue to encourage and support colleagues current studying or thinking of undertaking these in the future.



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### Institute of Workplace and Facilities Management

This is one of the initiatives we encourage to support female colleagues working in this area. At Aramark we offer colleagues the opportunity to undertake externally accredited Level 2 IWFM qualification as part of their ongoing professional development. Depending on how successful they are, and how keen they are to progress, our colleagues can achieve a Certificate or Diploma qualification.



In 2024, another 35 colleagues successfully completed this programme giving them an Internationally recognised qualification, 14 of which were female (40%). This programme is important to provide an opportunity for colleagues to get a better understanding of Facilities Management and the potential career opportunities this area of the business holds.



## Being Remarkable Leaders

New management and leadership development programme is launching early 2025 to all our people managers of which 49% are female. The 12-month programme will include topics like:

- Leadership Mindset
- Accelerating Performance
- Creating Inclusive Climates
- Thriving not Surviving
- Empowering our People

The programme will have a blend of in-person and virtual sessions making it more accessible and is aligned to our revised Leadership Competency model.

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## HR Policy Review

In 2024 we reviewed our Recruitment Policy and Job Advertisement to ensure they are gender neutral for example using the term you / they, instead of him / her or he / she.

In addition to our recent policy reviews, we have also updated our Maternity Policy, to extend Maternity Benefits to a greater population of our colleagues. We also launched a new Work-Life Balance Policy, recognising the importance of achieving balance between personal and work commitments.

These policy introductions and reviews support our objective of fostering a fair and inclusive working environment for all our colleagues.

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## OUR 2025 COMMITMENTS

- 1 Bring colleagues from across our business together to establish an EDI Works Council that will champion education and change initiatives to further our EDI impact.
- 2 Develop a 'Return to Work Warm Welcome' induction for those who have been on long term leave from the business to include colleagues returning from Maternity leave.
- 3 Upskilling our manager population, including all female leaders within the business.
- 4 Education of unseen disabilities many of which impact our female colleagues. By partnering with Hidden Disabilities Sunflower, we gain access to a suite of resources to assist managers better manage the welfare of our colleagues, client, customers.
- 5 Review of our recruitment interview materials to ensure they are gender neutral and use gender friendly language.



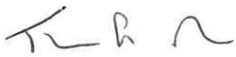
## A FINAL NOTE FROM TOM NEVILLE

As CEO of Aramark Ireland, I am proud of the progress we have made in further closing the gender pay gap within our organisation.

At Aramark, we recognise that diversity is integral to our success. A diverse workforce enriches our perspectives, fuels innovation, and strengthens our ability to serve our clients and customers. Our commitment to closing the gender pay gap even further is a vital component of our broader strategy to cultivate an environment where every colleague can flourish.

Looking ahead, we are dedicated to implementing new initiatives that support the professional growth and development of all our colleagues, regardless of gender. Our future goals include expanding our diversity and inclusion programs, enhancing our support for working parents, and continuing to promote a culture of equity and respect.

Together, we will build an even more diverse future for Aramark.



**Tom Neville**

**President & CEO Ireland, Aramark Ireland**



## DECLARATION

We confirm that the Aramark gender pay gap calculations  
are accurate as of 30th December 2024