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Gender Pay Reporting Overview

Foreword from Amy Burke – Group People and Sustainability Officer, Vhi Group

Vhi is a purpose driven organisation. Our purpose - to help our members live longer, stronger, healthier lives - rests on the abilities, skills and ambitions of our people.



We ensure our colleagues are supported to develop the capabilities they need to be successful in their roles today and in the future, and that they can achieve their full potential and deliver on our purpose.

We do this by encouraging a growth mind-set in all our colleagues, that everyone can embrace learning, development and education. We do this by endeavouring to create a workplace that reflects the vibrant and diverse society our members live in, one that empowers colleagues to be themselves at work. We do this through work practices that foster collaborative working and quick and agile decision-making within a flexible working environment. We do this because we want Vhi to be a great place to work.

We remain focused on creating an inclusive, diverse and equitable workplace. Our median gender pay gap is 20%, a figure that continues to be driven by the structure of our employee base. Administrative roles are predominantly occupied by females who also make up the vast majority of colleagues employed on part time or on temporary contract roles. Meanwhile our senior leadership and senior clinical roles continue to have a majority male representation.

The gender pay gap will fluctuate year on year depending on the percentage of men and women at all levels and positions. Since 2022 our mean gender pay gap has remained static at 21% while the median pay gap has widened by one percentage point. Narrowing the gender pay gap is a complex process and structural change can take time but we are making progress. Having set real ambitions and targets we have increased the ratio of females to males in senior management this year with 49% female

representation in senior management in 2023 up from 44% in 2022. We have also recruited significant number of colleagues at an administrative level in 2023 and as these roles are predominately occupied by females it has had the effect of marginally widening the gap.

Increasing representation across our business at every level remains one of our top priorities. **In 2024 we will further embed the values that drive our purpose. These values - Together We Do Our Best Work, Courage to Create a New Future, We Lead with Heart - are the cultural and behavioural touchpoints that enable a more inclusive, diverse and equitable workplace.**

By focusing on inclusion, diversity and equity we believe we can build higher levels of colleague engagement, a stronger employer brand, greater levels of innovation, better financial results and deliver a greater member experience.

Achieving increased representation in the workplace requires a multi-faceted approach, from strengthening our inclusivity and unconscious bias training for all managers, to female focused leadership development. It is not without challenges but we are focused on the flexible work practices and progressive benefits that make Vhi a great place to work for all.

Introduction to Gender Pay Gap Reporting



The gender pay gap is the difference in the average hourly wage of men and women across a workforce. Organisations are asked to select a 'snapshot' date in the month of June 2023 (we chose 9th June). This report is based on the employees we have on this date. We then have six months to prepare our calculations before reporting.

Gender Pay Gap vs Equal Pay

The Gender Pay Gap is the difference in average pay for men and women across an organisation. This is different to equal pay which is the right for men and women to be paid the same when doing the same or similar work.

Identification

This report is based on legal gender categories. We acknowledge that our people may identify differently.

Introduction to Gender Pay Gap Reporting continued



Definitions

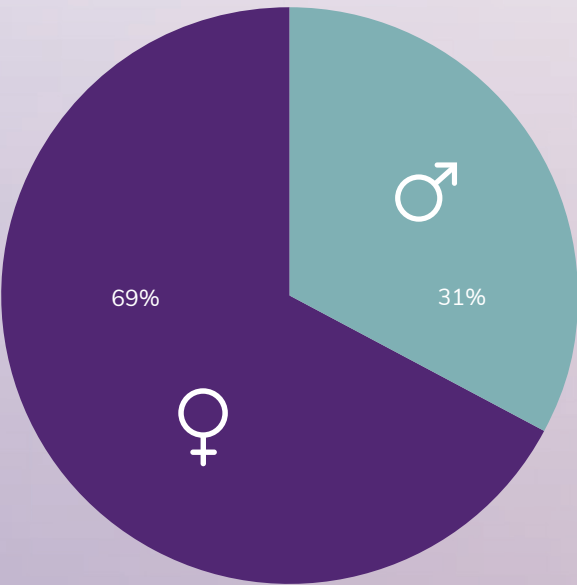
Mean	Median	Basic Hourly Rate	Ordinary Pay	Bonus	Quartiles	BIK
<p>The mean pay gap is the difference in the arithmetic average hourly pay for women compared to men, within our organisation.</p>	<p>The median represents the middle point of a population. If you lined up all our women and all our men in order of the hourly rate at which they are paid, the median pay gap is the difference between the hourly rates for the middle woman compared to that of the middle man.</p> <p>The mean and median are important metrics and need to be looked at together. However, the mean can be skewed by fewer individuals earning more in the upper ranges.</p>	<p>Total Earned (both Ordinary Pay and Bonus) / Hours worked.</p>	<p>This includes the normal salary paid to the employee, allowances, over time, shift premiums.</p>	<p>The average bonus earned in the previous 12 months – this includes bonus payments in the form of money and vouchers and relate to productivity, performance or incentive.</p>	<p>In order to group employees into quartile pay bands, we must create a ranking of employees based on their hourly remuneration from lowest to highest. This is then divided into quartiles: lower, lower middle, upper middle and upper.</p> <p>We then need to express the proportion of male and female employees in each quartile as a percentage e.g. percentage of male employees in the lower quartile and percentage of female employees in the lower quartile (and so on).</p>	<p>This includes any non-cash benefit of monetary value provided to an employee – such as Health Insurance or a car.</p>

Total Employment in Vhi

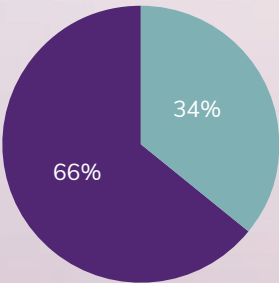
As of June 9 2023, there were 1,867 active employees in Vhi made up of **1,281 females** and **586 males**.

● Females ● Males

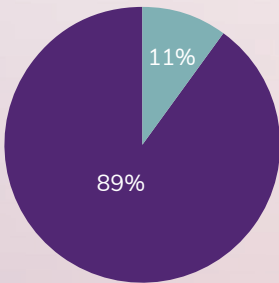
The split by contract type is:



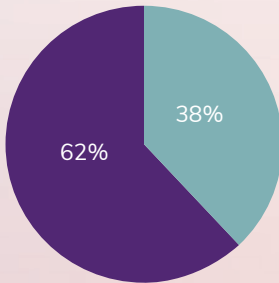
All Colleagues
1,867 Total
1,281 Females
586 Males



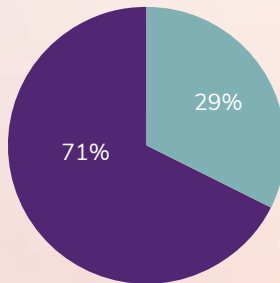
Permanent Full Time
1,525 Total
1,005 Females
520 Males



Permanent Part Time
229 Total
203 Females
26 Males



Fixed Term Full Time
78 Total
48 Females
30 Males



Fixed Term Part Time
35 Total
25 Females
10 Males

Vhi Gender Pay Gap

Our overall median gender pay gap is 20% and our mean is 21%

Vhi's gender pay gap is driven by the structure of our employee base. Administrative roles are predominantly occupied by females who also make up the vast majority of colleagues employed on part time or on temporary contract roles. Meanwhile our senior leadership and clinical roles continue to have a majority male representation.

All Colleagues	
Basic Hourly Rate	Gap
Mean	21%
Median	20%

Our overall median bonus gender pay gap is 20% and our mean is 34%

When we look at the bonus gender pay gap, there is a significant differential between the mean and median gender pay gap, this is because of the number of senior male colleagues who receive higher bonuses and male colleagues in part time or temporary roles where bonuses are not applicable, therefore reducing the median.

All Colleagues	
Bonus Gender Pay Gap	Gap
Mean	34%
Median	20%

Pay Quartiles

In order to establish quartiles we take all the hourly rates ranked from lowest to highest. Females make up the greater % in each of the quartiles.

All Colleagues				
Quartiles	Female		Male	
		♀		♂
Up to €21.64	339	73%	128	27%
€21.65 - €29.10	367	79%	99	21%
€29.11 - €41.19	339	73%	128	27%
€41.20+	236	51%	231	49%

How We Promote an Inclusive, Diverse & Equitable Workplace



At Vhi our people are our most important resource and we ensure equality of opportunity and foster a work environment where differences are valued, recognised and supported.

How We Promote an Inclusive, Diverse & Equitable Workplace continued

Our three Inclusion, Diversity & Equity Networks at Vhi – PRIDE, Women's Network and Multicultural Network - work together to create extensive programmes with external and internal speakers designed to raise awareness and understanding of what it means to be an inclusive organisation and the benefits that inclusivity can bring to Vhi.

However we understand that equal opportunities begin at recruitment and have put in place training programmes for colleagues to address biases that occur across the recruitment process. We have work practices and policies that enable colleagues to be their best at work including access to hybrid working and technology that enables that, as well as benefits, supports and health and wellness programmes that help colleagues and their families stay well.

We help our senior leaders to coach, mentor and facilitate meaningful career conversations within their teams, to develop clear career progression pathways for colleagues within each part of our business.

We recently achieved silver accreditation from the Irish Centre for Diversity and we have embarked on an external review of our Inclusion, Diversity and Equity strategy to assess the effectiveness and accountability of our ambitions and goals so that we can identify the key areas of strength and make targeted recommendations to take Vhi to the next level.



Culture and Values

- Silver accreditation – Irish Centre for Diversity
- Empowerment and Accountability workshops for senior leadership
- Inclusion, Diversity and Equity training for colleagues focusing on inclusive leadership and creating a culture of dignity and respect
- Recognition Days and Months including PRIDE, International Women's Day, Diwali
- Values to Behaviours workshops



Recruitment and Selection

- Unconscious bias training for all leaders
- Inclusion, Diversity, Equity training for colleagues focusing on inclusive recruitment

How We Promote an Inclusive, Diverse & Equitable Workplace continued



Benefit Packages & Wellbeing

- Vhi Health Insurance for colleagues, spouses and dependent children (subject to BIK)
- Pension schemes
- Medical screening
- Employee Assistance Programme for all colleagues and their families
- Performance related pay and progression
- Wellbeing workshops
- Health coaching



Talent Development

- Study assistance scheme
- Management Development Programme
- Women's Network
- Women in Leadership Programme & Alumni Group
- Empowerment Workshops
- Leadership Development Programme



Flexible working opportunities

- Hybrid working to deliver better work life balance options
- Home workstation supports
- Family friendly employer with a broad range of supports including paid maternity leave, paid surrogacy leave, paid adoption leave, paid fertility leave
- Parent's leave; parental leave carer's leave; force majeure; etc.

Gender Pay Gap Disclosure

Gender Pay Gap Report					
	2022	2023		2022	2023
	%	%		% Female	% Male
Mean hourly gender pay gap (All)	21	21	Percentage of employees per gender to receive a performance related bonus remuneration	88	90
Mean hourly gender pay gap (Part-Time)	51	51			
Mean hourly gender pay gap (Temporary contract)	36	28			
Median hourly gender pay gap (All)	19	20	Percentage of employees per gender to receive a benefit in kind	93	95
Median hourly gender pay gap (Part-Time)	50	50			
Median hourly gender pay gap (Temporary contract)	-10	0			
Mean hourly performance related bonus gender pay gap (All)	31	34			
Median hourly performance related bonus gender pay gap (All)	18	20			

Our Commitment



At Vhi we will continue to create a more inclusive, diverse and equitable organisation. We will continue to identify and act on opportunities that enable meaningful change. We will continue to support our people grow and develop and to put in place the strategies and plans to enable them to thrive.

This is an all company commitment fully subscribed to by our Group Leadership Team and Board.

