



# Gender Pay Gap Report 2022



# Introduction

At Applegreen, we are committed to creating an environment where every one of our 16,000 colleagues globally feels valued and supported to realise their full potential. We recognise the importance of ensuring that our colleagues are encouraged at every step of their career progression and we are committed to creating an inclusive workplace where everyone is and feels welcome. Focusing on balanced gender representation across the business, particularly at senior executive and board level, is central to our strategy on diversity, equity and inclusion (“DEI”). Understanding the factors that are contributing to our Gender Pay Gap allows us to bring a renewed focus to the changes that are required to further reduce the gap.

Petrogas Group Limited t/a Applegreen (“Applegreen”) have a mean and median gender pay gap of 7.8% and 0.86%, respectively.

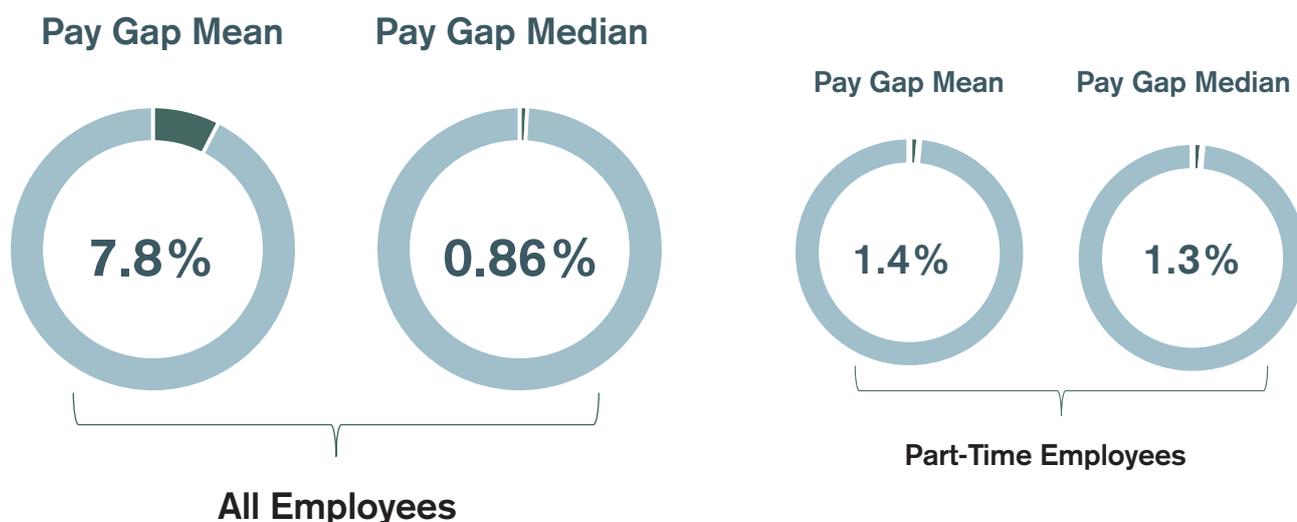
The pay gap arises because fewer senior executive positions within Applegreen are held by women. On the snapshot date of June 30<sup>th</sup> 2022 (the “2022 snapshot date”), women comprised 53% of our total workforce in Ireland (excluding Northern Ireland). However, on that date, women held only 20% of our senior executive roles (the roles attracting the highest levels of remuneration). We acknowledge that we have more to do to increase participation of women at senior executive level within Applegreen, and our strategic plan (a sample of which is contained on page 3) sets out clear actions to achieve this within five years.

It is important to note that the basic hourly rate of pay for our hourly paid colleagues is the same for the same role, regardless of gender.

# Our Gender Pay Data

In this report, we are sharing our gender pay gap data for all employees of Applegreen, for the 12 months up to June 30<sup>th</sup> 2022. The figures below show our gender pay gap in percentage terms (mean and median) as at the 2022 snapshot date. The gender pay gap measures the difference between the average pay of men and women within an organisation regardless of their role or level of seniority. This is different to equal pay, which compares the pay received by men and women who perform the same role or roles of equal value.

Our mean and median gender pay gaps are 7.8% and 0.86%, respectively. The pay gaps have largely arisen because fewer of the senior positions within Applegreen are held by women (with women holding 20% of our senior executive roles, which are the roles attracting the highest levels of remuneration).



## Pay Quartiles Figures

The table below shows the gender balance within each of our pay quartiles as at the 2022 snapshot date. To calculate this data, we have divided the total number of Applegreen employees into four quartiles (based on salary) and each quartile is made up of c.778 employees.

Within each of the quartiles, the gender balance is broadly aligned, with the exception of the lower quartile. The data shows that there are more women in the lower quartile, where the majority of hourly paid roles sit. In the upper quartile, women hold fewer senior executive roles (the roles attracting the highest levels of remuneration) which is driving our overall gender pay gap. More specifically, the data per quartile shows that significantly higher pay and bonus gaps exist at Head Office and at Site level within the upper quartile segment.

Pay Quartile	Men	Women
	%	%
Lower quartile	37%	63%
Lower middle quartile	42%	58%
Middle upper quartile	53%	47%
Upper quartile	57%	43%

# Bonus Remuneration and Benefit-in-Kind

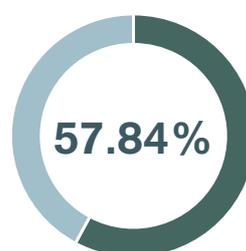
The table below shows the percentage of men and women who received bonus remuneration during the year ended 30<sup>th</sup> June 2022. The table below also shows the percentage of men and women who received a benefit-in-kind during the same period. A similar percentage of men and women received a benefit-in-kind during the year ended 30<sup>th</sup> June 2022.

The chart below shows the mean gender bonus gap and the median gender bonus gap that exists in Applegreen.

The data shows that, while a slightly higher percentage of women received bonus remuneration, a higher percentage of men received higher bonus amounts as a result of legacy contract arrangements, which is driving our mean and median gender bonus gap.

Bonus and Benefit in Kind	Men	Women
	%	%
Employees in receipt of bonus	20%	25%
Employees in receipt of benefit-in-kind	2.6%	2.8%

Mean Bonus Gap



Median Bonus Gap



## What are we doing to close the gap?

Our strategic plan sets out clear actions to increase the participation of women at senior leadership level within 5 years. We are confident that these actions will achieve a diverse and inclusive workplace. Our strategic plan includes the following actions:

- Using targets and metrics to build and monitor the talent pipeline – we believe that reporting on the gender pay gap will support us in meeting our targets;
- Dedicated focus on succession plans to ensure that we build a strong pipeline of future women leaders;
- We will continue to work closely with employees, in particular our senior women across the business, to understand their career aspirations and help them to build bespoke development plans that will support them in progressing to senior leadership roles;
- We will establish a mentoring and networking programme for women that connects employees with mentors who can offer guidance and support them with their personal development;
- We will promote a range of supports for all working parents, including enhanced leave policies. During 2022, we launched a number of new policies to support people through a variety of life events that can be challenging or require additional support and/or leave, such as surrogacy, fertility treatments, pregnancy loss and menopause;
- Given that flexible working is a key enabler of DEI, we are building progressive measures designed to enable a more flexible based working culture, thereby ensuring that our employees are encouraged to work in a way that enables them to balance a successful career with personal commitments;
- In 2023, we plan to launch a mandatory unconscious bias programme;
- Continuing to build a culture of DEI.