



Whitegate Refinery Gender Pay Gap Report

20 December 2024

Introduction

Located in County Cork, Ireland, the Irving Oil Whitegate Refinery is Ireland's only refinery. Since opening in 1959, the facility has played a critical role in the country's energy infrastructure, supplying 40% of the country's petroleum product needs.

The Whitegate refinery was acquired by Irving Oil in 2016. Irving Oil is a family-owned and privately held international energy company. For 100 years, our commitment to doing good business has been grounded in our commitment to people – to our employees, customers, communities and partners. Learn more at www.irvingoil.com.

This report reflects our obligation as an Irish employer based on the Gender Pay Gap Information Act 2021 which was signed into law in July 2021.

A gender pay gap is the difference in the average pay and bonuses of all males and females across an organisation. The gender pay gap calculations do not account for differences in pay due to the nature of the role, grade or years of service. All of these variables impact the results.

The gender pay gap is different to equal pay which means paying women and men the same salary for performing the same or equivalent work. Naturally, equal pay is embedded in our organisation. Accordingly, this report focusses solely on gender pay gap reporting, distinct from equal pay.

Irving Oil is committed to building a diverse team and providing equal pay for performing the same or equivalent work. We focus on attracting diverse candidates and our processes support hiring the most qualified and best suited to the role.



Please direct any queries on this report to Kristy.Brewer@irvingoil.com.

Gender Pay Gap Results

- On 30th June 2024, Irving Oil Whitegate Refinery employed 278 people, 235 males and 43 females. 15.5% of our employee population are females.
- More men hold senior positions with longer tenure, and having proportionately fewer women in senior roles, where pay is higher, impacted our results.
- The part-time pay gap is 0, as we currently have no part-time male employees.
- We have a positive temporary employee pay gap.
- At the median, the bonus gap is in favour of women and is influenced by female representation in professions such as engineering.
- All employees (except for work placement and summer students) are eligible for bonus.
- There are lower numbers of women represented across the refinery, within disciplines such as Craft and Operations where many of the roles attract overtime and role-specific allowances apply.
- There are long-established agreed rates of pay within our operations and maintenance groups and these rates apply regardless of gender. These groups represent 48% of the overall workforce and are 100% male. In addition, overtime and annualised hours allowances are specific to these roles only.
- When overtime and annualised hours allowances are excluded, the gender pay gap is reduced to 9.7%.
- A key challenge for our industry is the attraction of females to front-line operation and craft roles. Most females are employed in professional positions such as engineering, finance, human resources as well as administration.
- We offer flexible part-time working arrangements. These arrangements tend to be more attractive to female workers resulting in higher female worker percentages in the lower two quartiles.
- Finally, with respect to Benefit-in-Kind, Irving Oil's remuneration package provides all employees with private health insurance, various non-cash benefits including the Employee Assistance Programme and annual Christmas gifts.

Actions we are taking

- We are committed to sourcing top talent and striving to be inclusive and remove barriers in our recruitment processes. We employ processes to select and develop employees regardless of gender or background, or any other factor.
- We continue to partner with key schools and encourage female students to participate in work opportunities with our company. Attracting more females to roles that have been historically male benefits everyone. This year we had a female apprentice join the team.

- We will continue to work closely with all our employees, specifically our female employees across our business, to understand and support their career progression aspirations and to develop our leadership pipeline to narrow our gap into the future.
- We have started the planning phase of a new career framework initiative. Once fully implemented, the framework will offer career pathways to support our employees' learning and development.

Pay Gap Results	
Pay Gap All Employees	15.6%
Median Pay Gap All Employees	14.3%
Pay Gap Part-time Employees	0%
Median Pay Gap Part-time Employees	0%
Pay Gap Temporary Employees	-18.4%
Median Pay Gap Temporary Employees	-14.9%
Mean Bonus Gap	27.2%
Median Bonus Gap	-23.3%
Male % Receiving Bonus	91.9%
Female % Receiving Bonus	93%
Male % Receiving BIK	100%
Female % Receiving BIK	100%
Quartile 1: 0%-25% (Lower)	Female: 28.6% Male: 71.4%
Quartile 2: 25%-50% (Lower Middle)	Female: 13% Male: 87%
Quartile 3: 50%-75% (Upper Middle)	Female: 5.8% Male: 94.2%
Quartile 4: 75%-100% (Highest)	Female: 14.3% Male: 85.7%

- We encourage individuals at all levels within the organisation to optimise learning and development opportunities. As a result, we see many internal promotions throughout the year.
- We offer a hybrid working model for eligible employees, allowing team members the option to alternate between working from home and collaborating in the office.
- Our All In Employee Resource Group is composed of volunteers from across our company, who help us ensure our employees' diverse views and ideas are valued and heard.
- All our people leaders and HR Team members are provided with unconscious bias training. This will be ongoing to ensure new team members are trained.