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IFA GENDER PAY GAP REPORT 2025

The IFA is Ireland's largest farming representative organisation. We have protected and defended the interests of Irish farmers in all sectors for 70 years.

We represent Irish farmers at home and in Europe, lobbying and campaigning for improved conditions and incomes for farm families.

We also provide representation, support and advice to members on an individual basis.

IFA is a democratic association, organised in branches, County Executive and National Committees. Through our democratic structure, each member can have their say.

IFA is required to produce a report on our Gender pay gap in line with the Gender Pay Information Act of 2021.

IFA generally operates pay scales with a view to ensuring that people doing similar jobs have similar rates of pay. The association also provides additional information about our employees' remuneration in our Annual Report which is published each year on our website.

Our key recruitment objective is to attract and retain talented people to work for the IFA. As an equal opportunity employer, we are committed to having an open, fair and transparent recruitment process. Our selection process focuses on removing bias, balanced interview panels and clear guidance on fair questioning.

IFA is committed to ensuring that all employees are treated equally and fairly, regardless of gender.

The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. The gender pay gap is the difference between the average hourly wages of men and women, expressed as a percentage of men's pay. The gender pay gap is the difference in the average hourly wage of men and women across a workforce.

Gender Pay Gap (GPG): The gender pay gap is the difference on average across a population between men's and women's pay. The gender pay gap is usually represented as the average difference in gross hourly earnings of men and of women, expressed as a percentage of men's average gross hourly earnings. (Dept of Health GPG Report, November 2025). A gender pay gap does not indicate discrimination or an absence of equal pay for equal value work - it reports a gender representation gap. If women hold more of the lower paid jobs in an organisation than men, the gender pay gap is usually wider.

IFA, with 76 employees (13 part time) as of 27th June 2025, is in scope for reporting for the first time in 2025. IFA's data is based on a twelve-month period preceding our snapshot date of 27th June.

Key Metrics as required under The Gender Pay Gap Information Act 2021.

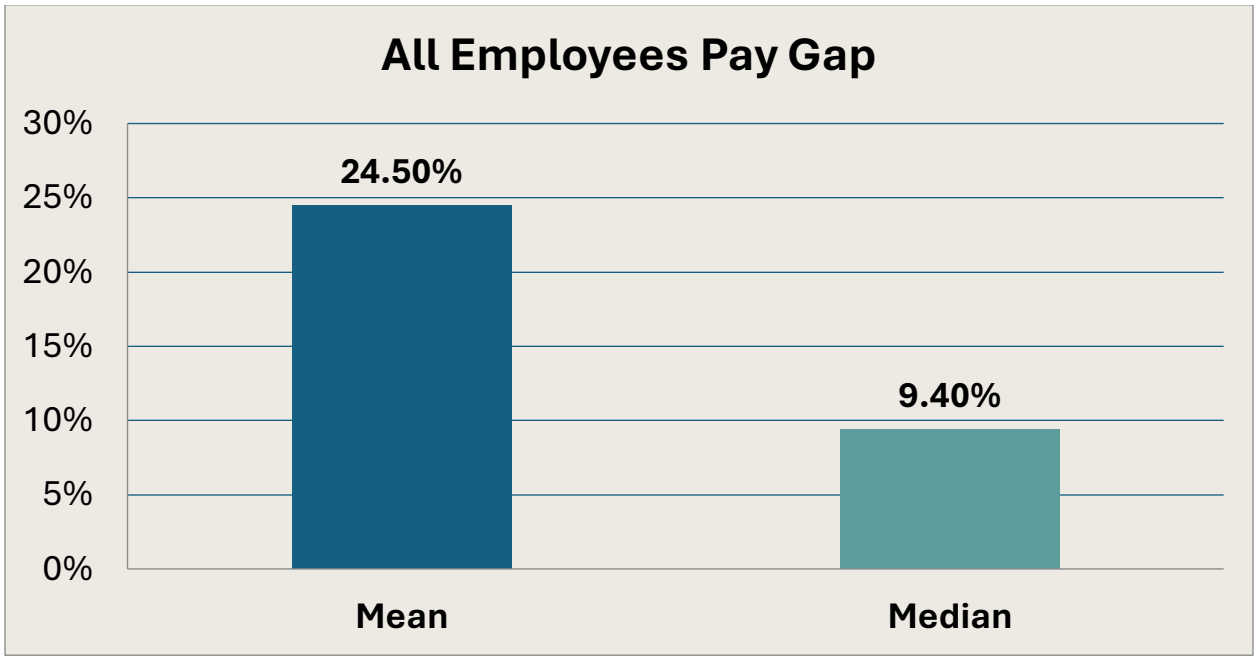
The Mean gender pay gap is the difference between the average hourly remuneration rate including bonus and commission of men and women.

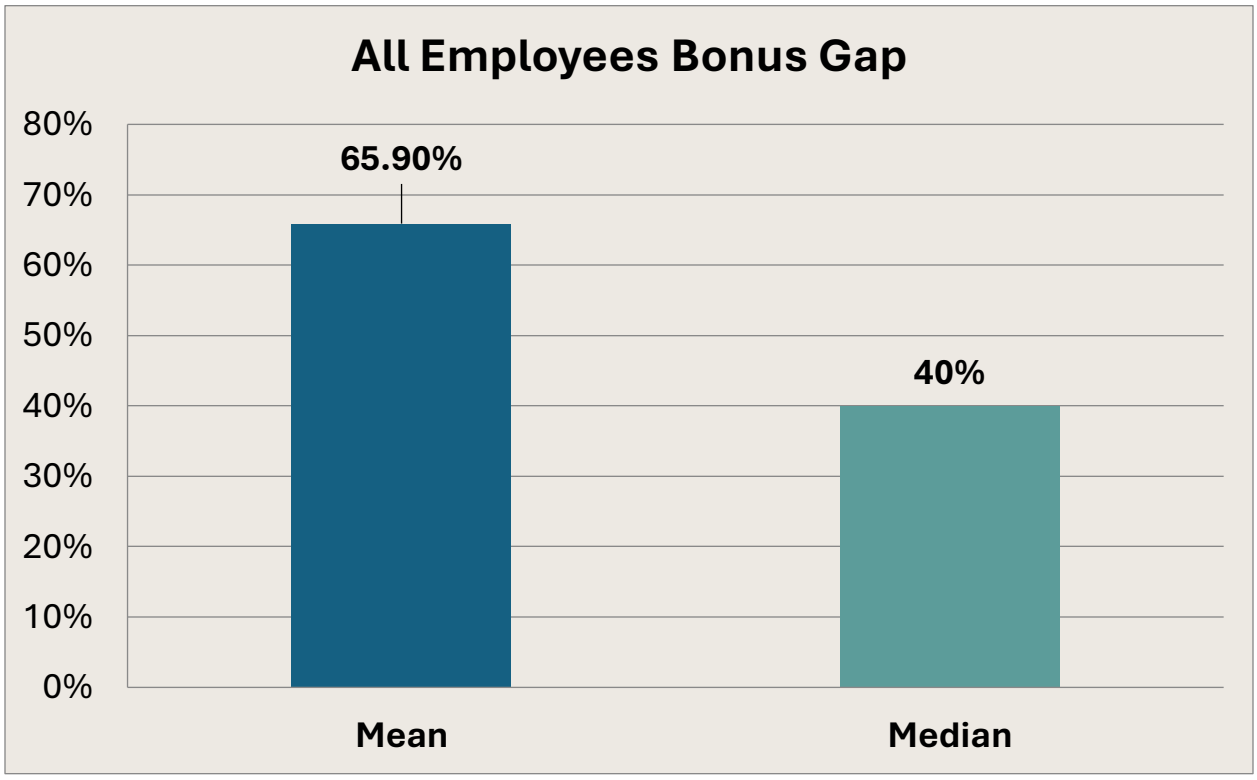
The Median gender pay gap compares the middle hourly remuneration rate including bonus and commission for men and women.

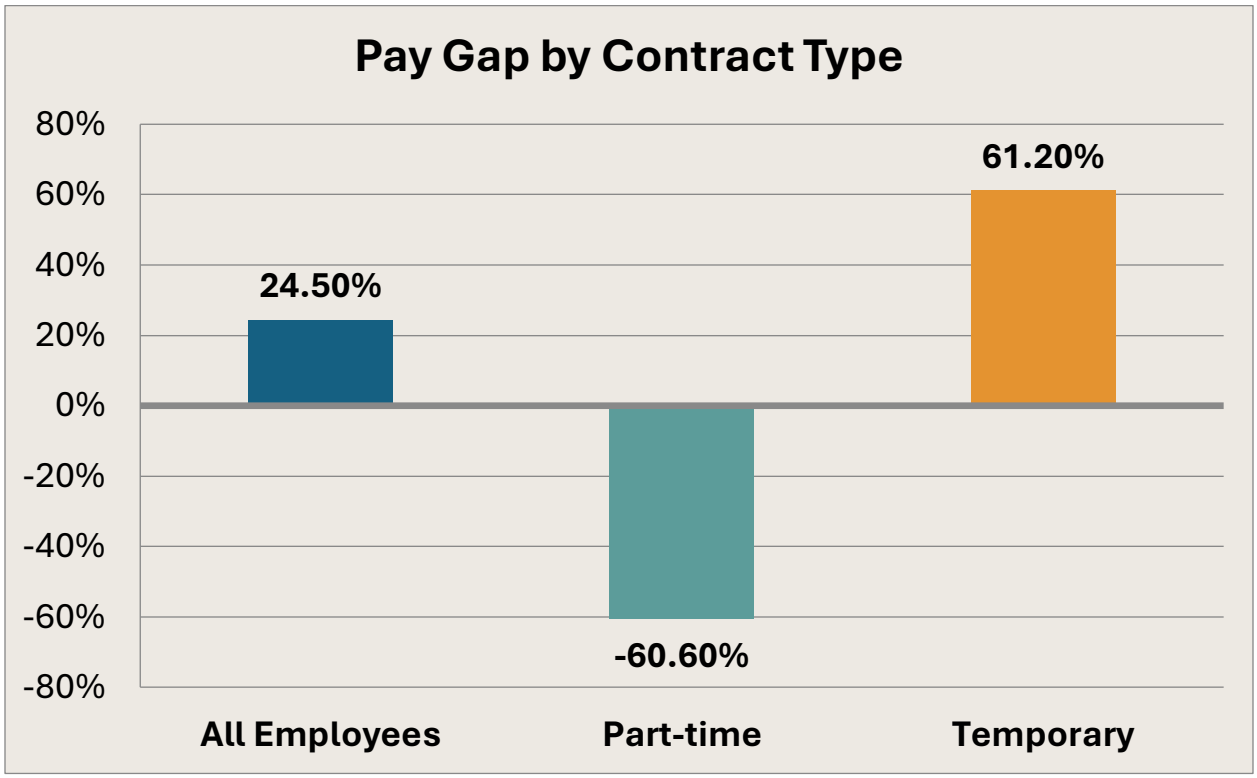
The Quartiles are calculated by ordering the hourly remuneration rate, including bonus and commission, from lowest to highest and dividing it into four quarters. The percentage of male and female employees are then reported in each quartile.

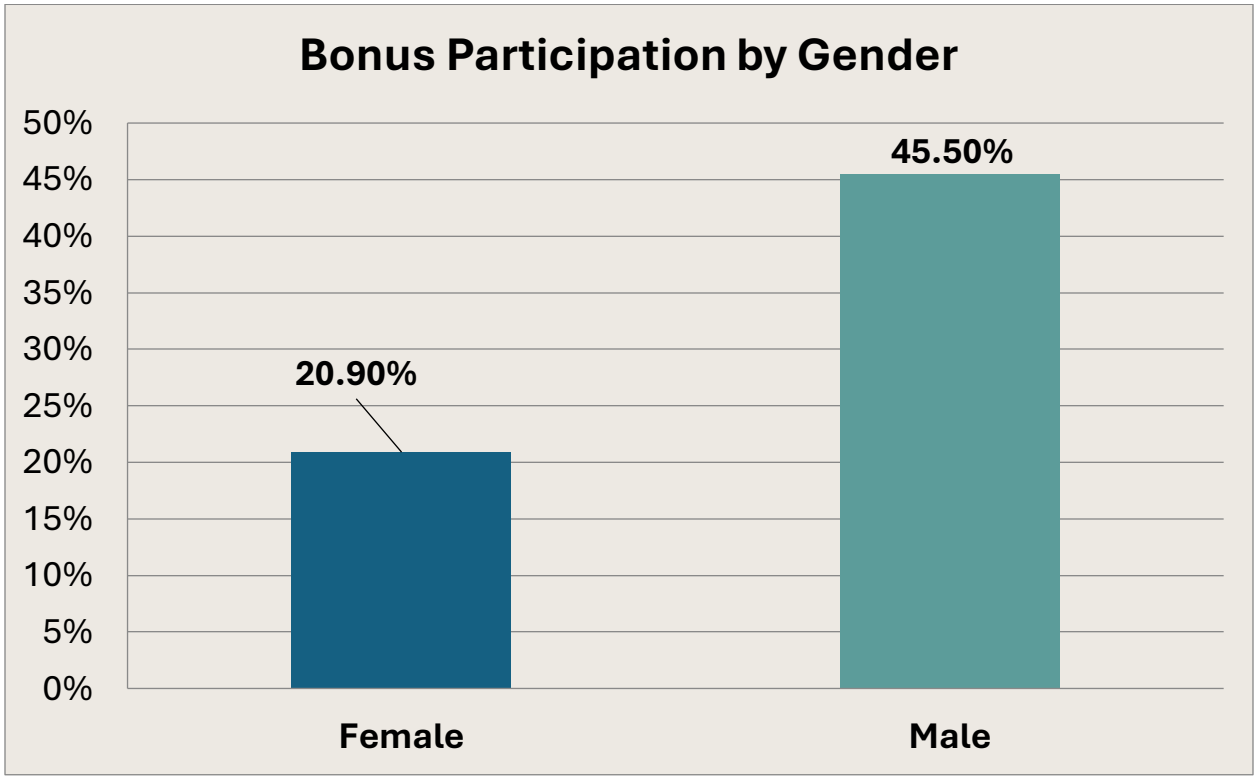
IFA Data 2025

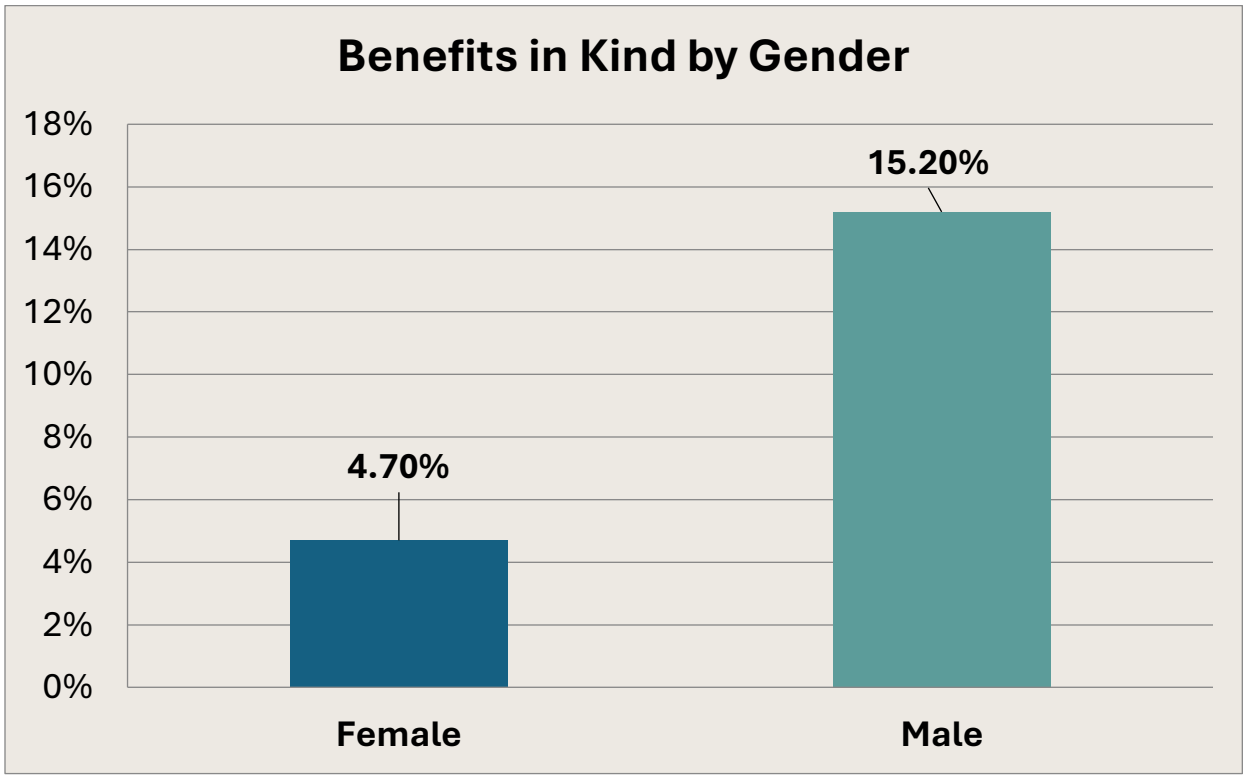
IFA's total employee count on the snapshot date 27th June 2025 is 76 (13 part time). Our gender profile is 43 females (57%) and 33 males (43%). A negative percentage indicates a pay gap in favour of female employees.

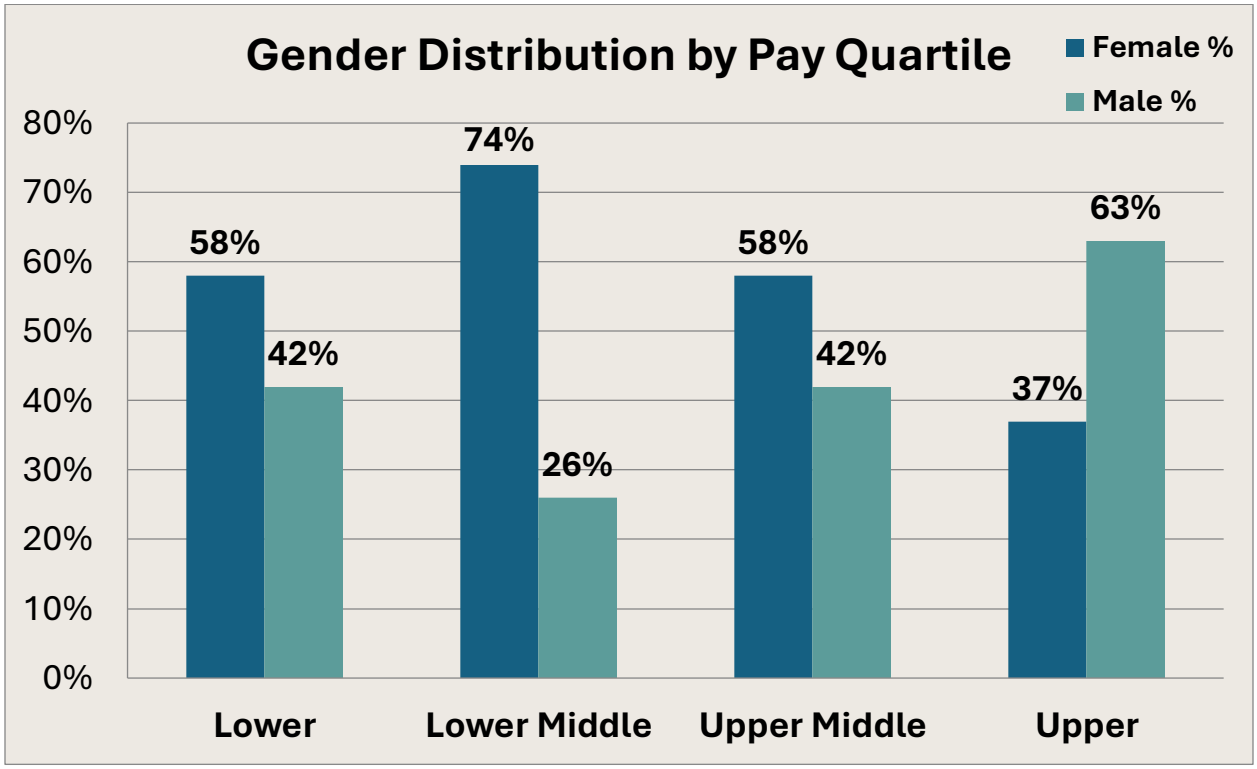





Pay Gap by Contract Type
80%
60%
40%
20%
0%
-20%
-40%
-60%
-80%
24.50%
-60.60%
61.20%
All Employees
Part-time
Temporary

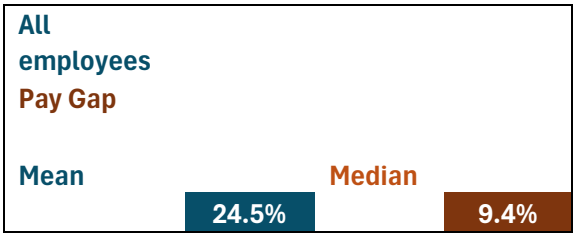

Bonus Participation by Gender
50%
45%
40%
35%
30%
25%
20%
15%
10%
5%
0%
20.90%
45.50%
Female
Male

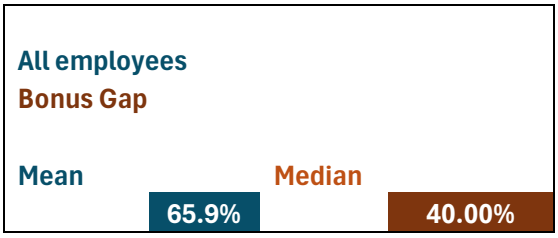

Benefits in Kind by Gender
18%
16%
14%
12%
10%
8%
6%
4%
2%
0%
15.20%
4.70%
Female
Male

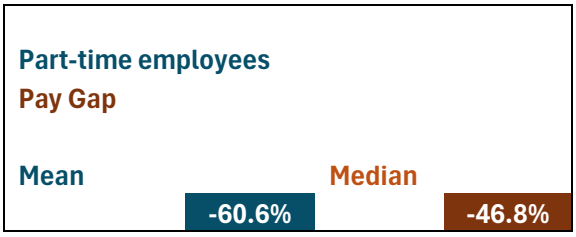

Gender Distribution by Pay Quartile
Female %
Male %
80%
70%
60%
50%
40%
30%
20%
10%
0%
58%
42%
74%
26%
58%
42%
37%
63%
Lower
Lower Middle
Upper Middle
Upper

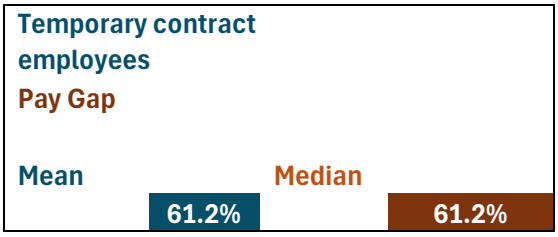
IFA Data 2025

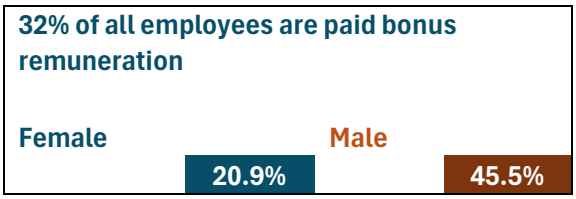
IFA's total employee count on the snapshot date 27th June 2025 is 76 (13 part time). Our gender profile is 43 females (57%) and 33 males (43%). A negative percentage indicates a pay gap in favour of female employees.

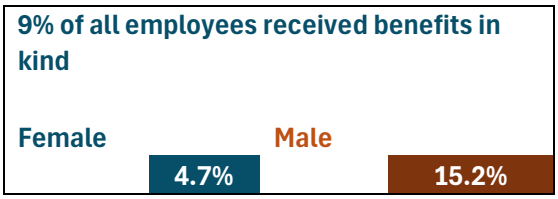


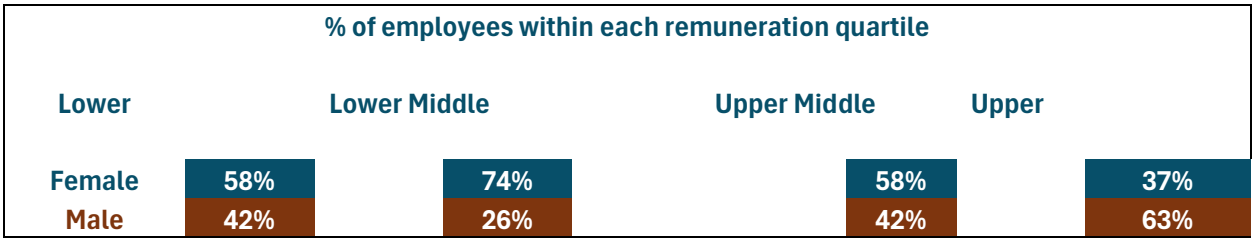












Understanding the Data

Mean & Median Pay Gap

IFA has a mean gender pay gap of 24.5% in favour of males and its median gap is 9.4%.

IFA's gender profile is 57% female versus 43% male.

IFA's gender pay gap is influenced by a higher representation of women in the organisation particularly in the lower middle quartile.17% of employees work part-time.

IFA's mean gender pay gap for employees on temporary (fixed term} contracts is 61.2% reflecting the remuneration of the two paid IFA senior officer roles (President and Deputy President).

As a small organisation of just 76 employees, any minor movement in employees can impact our gender pay gap.

Mean & Median Bonus Gap

IFA's mean gender bonus gap is 65.9% and the median gap is 40%. This is influenced by a larger proportion of females particularly in the lower quartiles. Employees who join part way through the year or who work part-time also impact these gaps. Employees who took extended leave such as maternity and parental leave are also a factor.

Proportion of Employees Receiving Bonus

IFA employees are not typically eligible for bonus payments, but some member-facing employees receive commissions as incentives to achieve predetermined targets and Key Performance Indicators.

Proportion of Employees Receiving BIK

Benefits in kind include, for example, company cars.

Quartiles

Our quartiles are broadly representative of our overall gender breakdown of 57% female and 43% male with the main exception of the lower middle quartile which is 74% female and 26% male.