

Boliden Tara Mines Gender Pay Gap Report 2023



Foreward

Boliden Tara Mines GENDER PAY GAP REPORT 2023

In presenting our second Gender Pay Gap Report, we continue our commitment to transparency and progress. As we delve into the gender pay gap, we acknowledge the unique challenges within male-dominated industries in Ireland, particularly in the Mining sector.

Recognising the current lower representation of women as an opportunity for proactive measures, at Tara, we are dedicated to fostering an inclusive workplace where discrimination has no place.

All employees, irrespective of gender, should have equal access to opportunities and development support, to excel at all stages of their career.

Many roles within the mining industry have not traditionally attracted females, but this is slowly beginning to change. We are committed to that change and the continued progress to become a more diverse and inclusive organisation.

We are making progress but recognise we have a lot more to do

Gunnar Nystrom
General Manager
Boliden Tara Mines



Our Statistics

Within our organisation we have a gender pay gap, where the average hourly pay for men surpasses that of women by 18%.

This pay gap primarily stems from the underrepresentation of women in shift work and senior positions, coupled with a variance in average length of service when compared to their male counterparts.

A key hurdle we encounter lies in the recruitment and attraction of females to the Mining Sector.

These findings are based on a snapshot taken on 26th June 2023, encompassing 676 employees, of whom 92% were male and 8% were female

GENDER PAY GAP DATA FOR HOURLY PAY

The average mean pay gap is 18%, which means for every 1€ a man earns, a woman earns 82c.



PAY DIFFERENCE BETWEEN MEN AND WOMEN

Male



Females



GENDER PAY GAP DATA FOR BONUS PAY

The bonus calculations relate to amounts received in the 12 months prior to the snapshot date.



PROPORTION OF MALES AND FEMALES RECEIVING BONUS PAY

Male



Females



PROPORTION OF MALES AND FEMALES RECEIVING TAX FREE VOUCHER

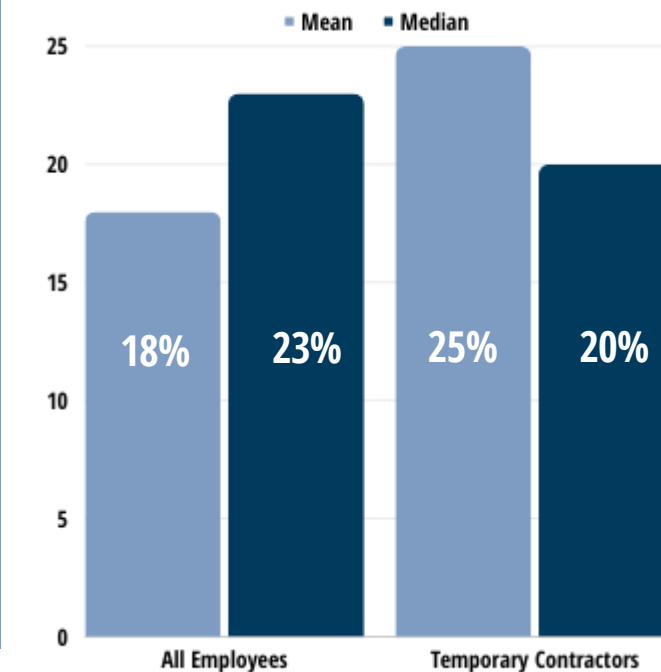
Males



Females



GENDER PAY GAP DATA FOR HOURLY PAY BY EMPLOYMENT TYPE



GENDER PAY GAP DATA FOR TEMPORARY CONTRACTOR

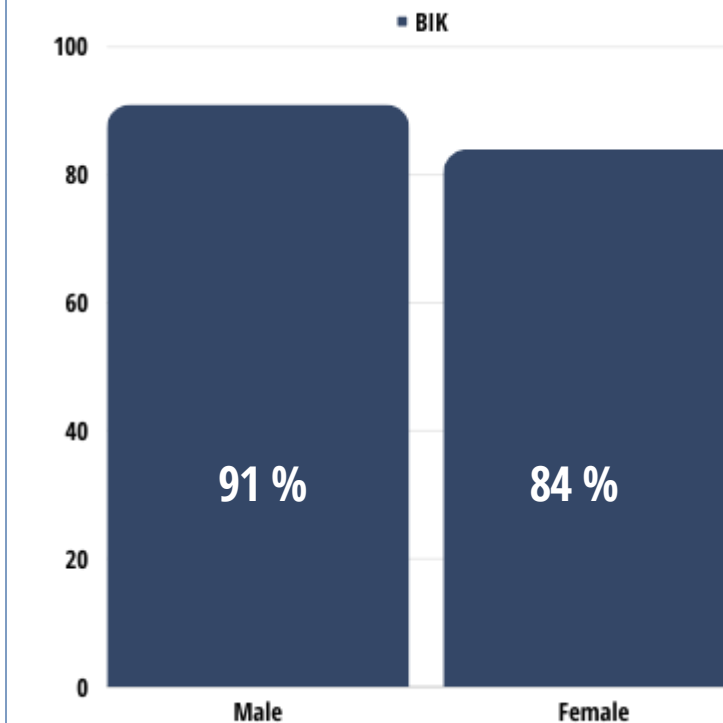
The average mean pay gap is 25%, which means for every 1€ a man earns, a woman earns 75c.



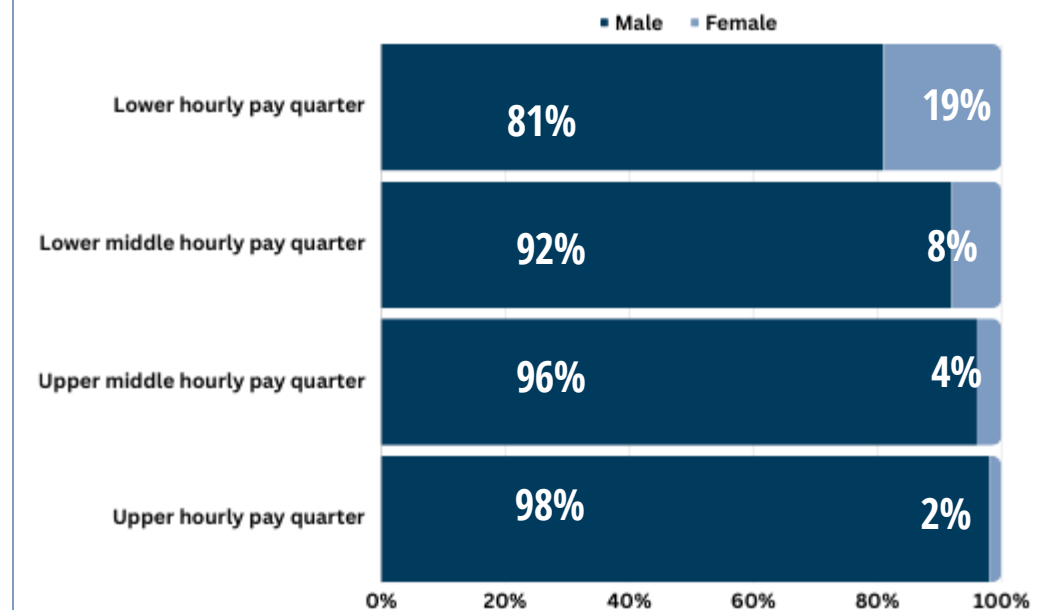
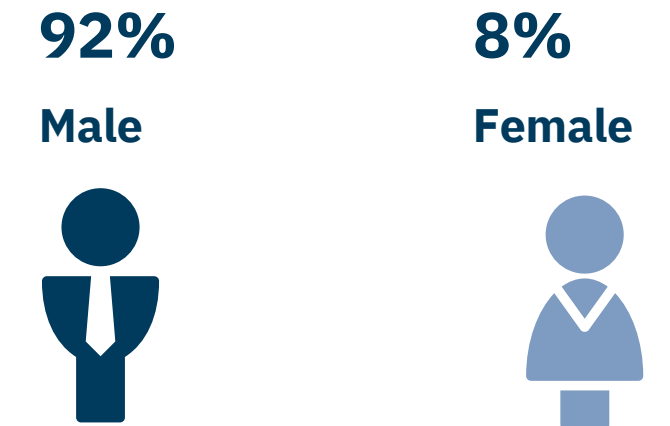
GENDER PAY GAP DATA FOR PART TIME

We do not have a Gender Pay Gap for Part time work. This is due to no men working part time.

% RECEIVING BIK BY GENDER



PROPORTION OF EMPLOYEES IN EACH PAY QUARTER FOR 2023



NAVIGATING PROGRESS AND PERSEVERANCE

In reviewing our efforts over the past year, it is evident that we have made strides in narrowing the gender pay gap, witnessing a decrease from 20% to 18%. This reduction, though substantial, serves as a poignant reminder that our journey towards gender equity is far from complete. Our female workforce currently stands at 8%, not reaching the 2023 target of 12%, highlighting the imperative for sustained efforts.

Positive advancements have been achieved in fostering gender balance within traditionally male roles, complemented by the presence of influential women in key leadership positions, enhancing the visibility of women within our industry.

Despite the disruption that entering care and maintenance in 2023 has had, at Tara, our commitment to progress remains steadfast. As we look ahead to 2024 and work towards implementing a rescue plan, we are confident that once production resumes, we will be able to reignite and build upon the initiatives outlined in our 2022 report. The challenges of the past year compel us to intensify our efforts, ensuring that our commitment to diversity and inclusion resonates throughout our organisation and the industry as a whole.

Our journey is ongoing, and our resolve and vision are steadfastly fixed on a future where equality is not just a goal but an enduring reality. We believe that, with a renewed focus and collective effort, we can create a sustainable and equitable future for everyone, fostering an inclusive and safe working environment

CONTACT US

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