



GREAT INGREDIENTS,  
GREAT FOOD.

# GENDER PAY GAP REPORT 2022

## **DAWN FARM FOODS**

is a leading company in the prepared consumer food sector of the Irish food industry operating from world class facilities at our food campus in Naas Co. Kildare. We are an equal opportunities employer with diversity and inclusion at the heart of everything we do. We are pleased to present our first Gender Pay Gap Report in line with the Gender Pay Gap Information Act 2021.

The data in this report is compiled up-to and including 19th June 2022 for the previous 12 months.

# Understanding gender pay reporting

The gender pay gap measures the difference between male and female's average pay within an organisation, regardless of their role or work level. This is very different to equal pay, which compares the pay of men and women who perform the same role or roles of equal value.

It is important to note that we are an equal opportunity and an equal pay employer. For example, for our operational employees we pay the same basic hourly rate for the same role and duties regardless of gender. Premium pay work shifts and overtime are available to both male and female colleagues.

# Summary and Insight behind the figures

## THE MEAN PAY GAP

shows the difference in average hourly pay rates between men and women and includes basic pay, allowances, overtime, shift premiums and performance related bonuses.

MEAN  
gender  
pay gap

12%

## THE MEDIAN PAY GAP

represents the middle point from the lowest to highest paid.

MEDIAN  
gender  
pay gap

6%

## UNDERSTANDING THE GAP

We have a 70% male and 30% female workforce, which is typical in the food manufacturing industry. Our analysis shows that more males choose to work overtime and avail of premium shift options compared to females. When we eliminate the shift premiums and overtime our figures are:

MEAN  
gender  
pay gap

4%

MEDIAN  
gender  
pay gap

0%

This compares to the mean national average of 11.3% according to the latest Eurostat figures and European average of 13%.

Reporting Criteria		Including Overtime and Shift Premiums	Excluding Overtime and Shift premiums
1.	All employees - mean	12%	4%
2.	All employees - median	6%	0%
3.	Part-time employees - mean	-104%	-104%
4.	Part-time employees - median	-93%	-93%
5.	Temporary employees - mean	n/a	n/a
6.	Temporary employees - median	n/a	n/a
7.	Difference in the mean overtime/bonus pay received by male and female employees	n/a	n/a
8.	Difference in the median overtime/bonus pay received by male and female employees	n/a	n/a
9.	Difference in the percentage of male and female employees paid overtime/bonuses	n/a	n/a
10.	Difference in the percentage of male and female employees who received benefits-in-kind	8% M 15% F	8% M 15% F
11.	Proportion of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands	Q1 68%M 32%F Q2 70%M 30%F Q3 64%M 36%F Q4 54%M 46%F	n/a

# BIK

There are more female employees in senior positions than males within the company which have availed of benefits that carry BIK.



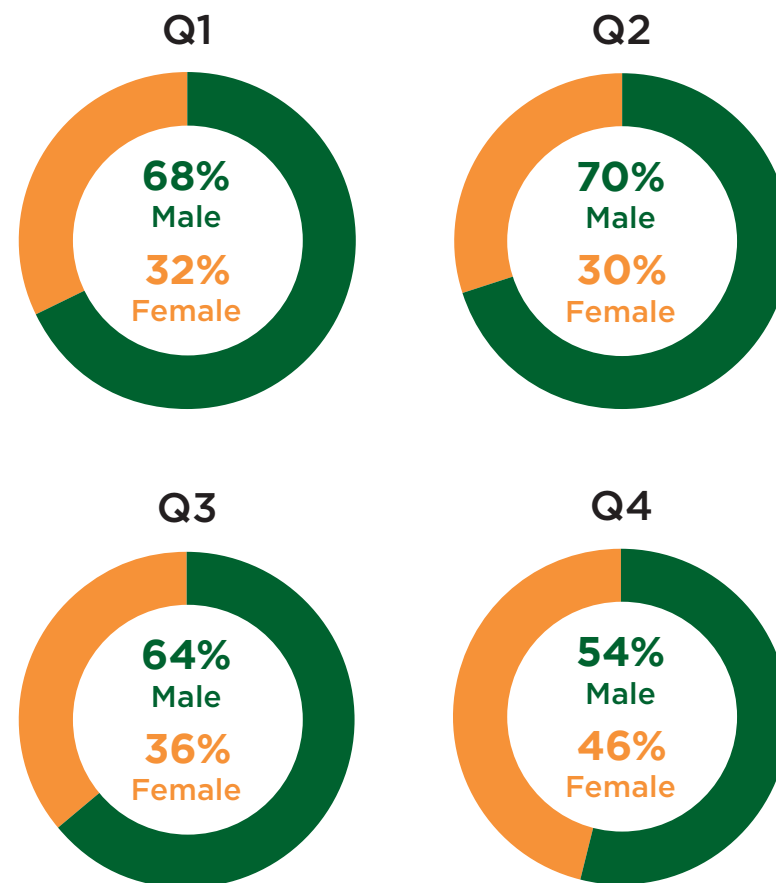
# Quartile Update - Proportion of % of Male and Female

The figures in our quartiles report the gender balance within each of our ranks. The range from quartile 1 encompasses the lowest paid colleagues to quartile 4, which includes the highest paid colleagues. While Dawn Farms has equal pay for men and women in the same roles, we have nearly twice as many males as females working in operational roles, which is reflected in our quartiles 1, 2 & 3.

Females play a leading and integral role in the management of our business. In quartile 4, which represents more senior roles, we have a more balanced representation between the genders, with Males at 54% and Females at 46%.

In summary, this gender representation identifies that we have more males at operational levels in the business, while we have a gender balance of 54% Male and 46% Female across Management and other Senior roles.

Proportion of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands



# Looking Ahead

## Nurturing a culture of diversity

### **DIVERSITY & INCLUSION**

Dawn Farms continues to promote a culture of diversity and inclusion across its business through a number of projects, which includes membership of the Bord Bia Agri-Food Diversity & Inclusion Forum.

We support and celebrate certain events such as International Women's Day.

We have an employees communication forum, which is well represented by females.

### **CHALLENGING MINDSET**

We continue to invest in and encourage our female colleagues to undertake opportunities that would have, in the past been traditionally seen as male roles. A good example of this would be forklift drivers.

As an equal opportunity employer, we identify and prevent unconscious biases, ensuring diversity and equality in the recruitment process. We reviewed the language used in job descriptions to ensure and encourage applications from all genders.

### **FURTHER DEVELOPMENT**

Our training academy, which offers further training and development through various courses, has a strong female uptake, enabling them to further develop themselves and their career opportunities within the business.

We promote our apprenticeship opportunities in local co-ed secondary schools, with a significant uptake in female applications in recent years. This has resulted in a good representation of female apprenticeships within the business.

We ensure we have a well balanced gender graduation programme, which this year has a greater percentage of females than males.

### **THE ROAD AHEAD**

We are an equal opportunities organisation, with women playing an integral role throughout our business.

We recognise that this is a continuous journey and we continue to challenge ourselves to drive a better awareness of gender balance, diversity and representation across our business.



[www.dawnfarms.ie](http://www.dawnfarms.ie)