



GREAT INGREDIENTS,
GREAT FOOD.

GENDER PAY GAP REPORT 2023

DAWN FARM FOODS

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 second 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 2023 for the previous 12 months.

We are pleased to announce that, through dedicated focus and various initiatives we have successfully reduced our gender pay gap from 12% to 6%.

This achievement reflects our commitment to fostering an inclusive and equitable workplace and we will continue our efforts to promote diversity and equality within our organisation.

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 the same and 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

6%

THE MEDIAN PAY GAP

represents the middle point from the lowest to highest paid.

MEDIAN
gender
pay gap

6%

UNDERSTANDING THE GAP

We have 68% male and 32% 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

1%

MEDIAN
gender
pay gap

-2%

This compares to the mean national average of 9.6% and the European average of 10.7% for 2022. Source: Central Statistics Office Ireland & Eurostat Statistics Office

Reporting Criteria		Including Overtime and Shift Premiums	Excluding Overtime and Shift premiums
1.	All employees - mean	6%	1%
2.	All employees - median	6%	-2%
3.	Part-time employees - mean	-107%	-107%
4.	Part-time employees - median	-106%	-106%
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	9% M 17% F	9% M 17% F
11.	Proportion of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands	Q1 69%M 31% F Q2 71%M 29%F Q3 64%M 36%F Q4 54%M 46%F	Q1 69%M 31%F Q2 71%M 29%F Q3 64%M 36%F Q4 54%M 46%F

BIK

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

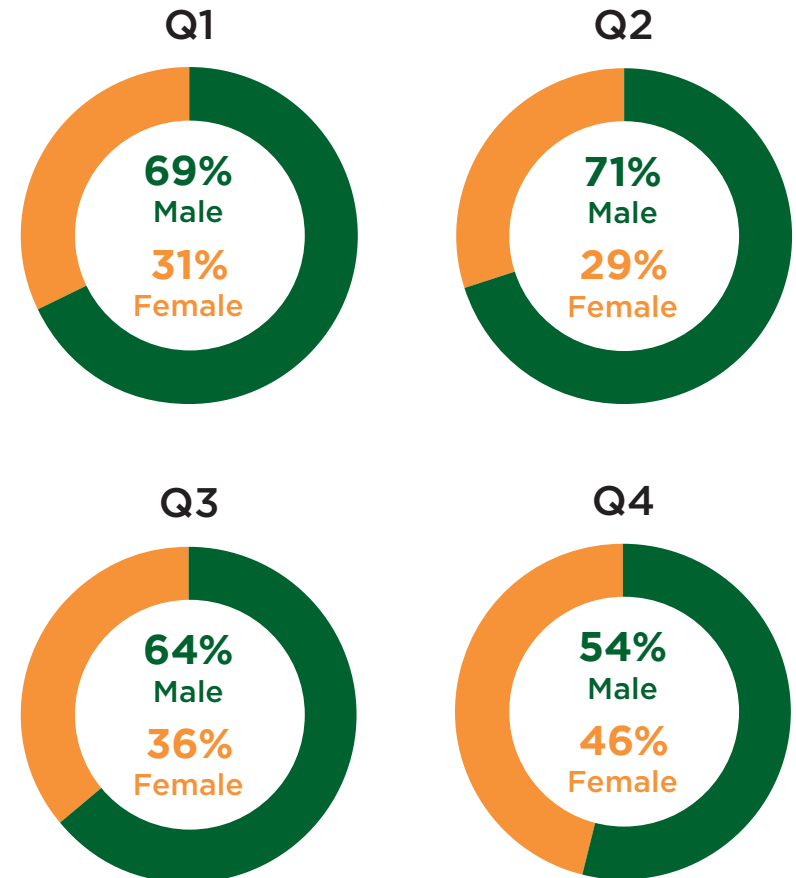


Quartile Update - Proportion of % of Male and Female

The figures in our quartiles show the gender balance within each of our ranks. The range from quartile 1 includes 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 our operational parts of the business, and this 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 higher and more senior roles, we have a more balanced representation between the genders, with Males at 54% and Females at 46%.

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, this includes membership of the Bord Bia Agri-Food Diversity & Inclusion Forum.

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

We have an employee's communication forum which is well represented by females.

We conduct reviews of compensation structures to identify and address any emerging gender pay gaps.

CHALLENGING MINDSET

We continue to invest and encourage our female colleagues to take up opportunities and roles 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 review the language used in job descriptions to ensure and encourage applications from all genders.

We have provided training for HR managers and personnel to recognise and address unconscious biases in hiring, promotion, and compensation decisions.

FURTHER DEVELOPMENT

Our training academy, which offers further training and development through various courses, has a very strong female uptake, which enables 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 equal numbers of females and males.

THE ROAD AHEAD

We are an equal opportunities and equal pay company, and women play an integral role in the management of the company. 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