



GREAT INGREDIENTS,
GREAT FOOD.

GENDER PAY GAP REPORT 2024

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 2024 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 rates are also the same and 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

2%

THE MEDIAN PAY GAP

represents the middle point from the lowest to highest paid.

MEDIAN
gender
pay gap

4%

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

-2%

MEDIAN
gender
pay gap

0%

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	2%	-2%
2.	All employees - median	4%	0%
3.	Part-time employees - mean	-74%	-74%
4.	Part-time employees - median	-62%	-62%
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 17% F	8% 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 63%M 37%F Q4 52%M 48%F	Q1 69%M 31% F Q2 71%M 29%F Q3 63%M 37%F Q4 52%M 48%F

BIK

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

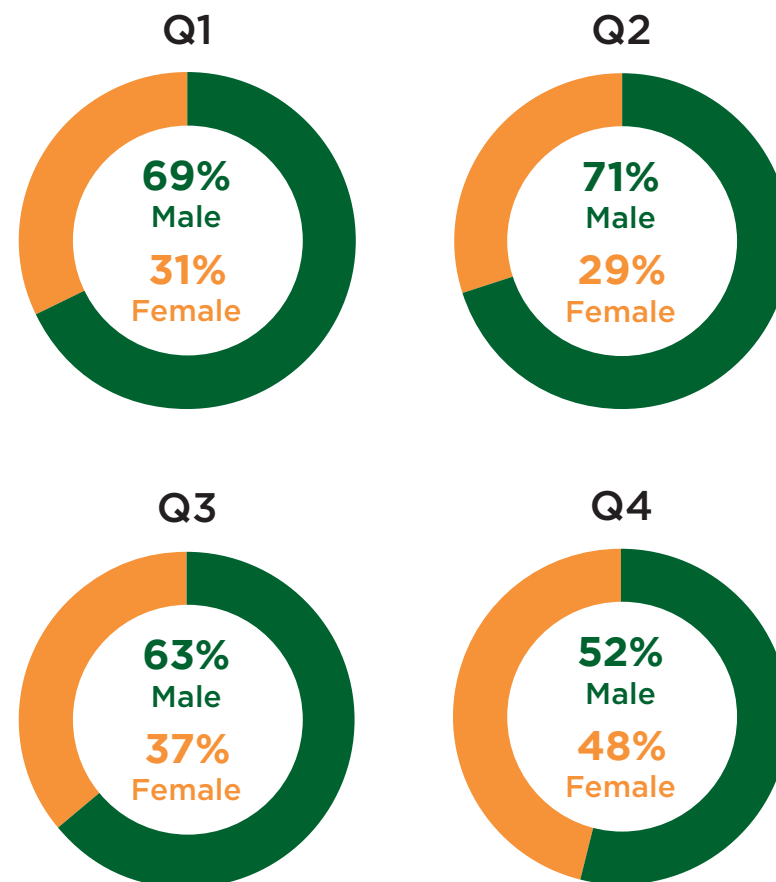


Quartile Update - Proportion of % of Male and Female

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 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 52% and Females at 48%.

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 continue to identify and prevent unconscious biases ensuring diversity and equality in the recruitment process. We also review the language used in job descriptions to ensure and encourage applications from all genders. We provide 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. This is reflected in the strong female numbers in management positions.

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 continue to ensure we have a well-balanced gender graduation programme.

THE ROAD AHEAD

We are proud to have made consistent and meaningful progress year over year in reducing gender pay gaps within our business. We remain vigilant and proactive in this area regularly reviewing our practices to ensure fairness and equity while continuing our commitment to fostering an inclusive workplace.

Our organisation prioritizes diversity and inclusion by delivering regular training sessions for employees at all levels. These sessions focus on recognizing unconscious bias, promoting culture competency, and cultivating an inclusive mindset, ensuring that our values are reflected in every aspect of our work.

The background features a dark green base with several large, overlapping, curved shapes in lighter green and orange. The shapes are smooth and organic, creating a modern, abstract design.

www.dawnfarms.ie