



GENDER PAY GAP

IRELAND 2024



About Us

Pilgrim's Food Masters is the largest producer of delicious meats, chilled and frozen ready meals for every major UK and Ireland supermarket.

We have a proud history of developing brilliant food that is enjoyed in millions of UK and Irish homes every year.

We are pioneers in food development with a passion for making great tasting chilled and frozen products and a desire to be the best. Our skilled people use their expertise to create innovative branded and own label products which delight consumers and help our customers succeed.

“
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Our Vision

To become the best and most respected company in our industry, creating the opportunity of a better future for our team members.

Our Values

Determination

Be relentless. Deliver superior results. Adopt a sense of urgency. Make things happen.

Simplicity

Be practical. Focus on what is important. Adopt a hands-on approach. Avoid bureaucracy.

Availability

Be receptive and open. Always be prepared and motivated to take on new challenges.

Humility

Listen. Be helpful and thoughtful. Act with respect. Prioritize the team over yourself. Value the opinion of others.

Discipline

Be punctual. Fulfill commitments. Deliver results. Do not make excuses.

Ownership

Be committed to results. Focus on details. Take responsibility.

Sincerity

Be direct, truthful and transparent. Respectfully express opinions. Know how to say no, but be positive and offer solutions.

Welcome

We are pleased to publish our 2024 gender pay gap report for Ireland, providing a clear explanation of our results, the reasons behind the numbers, and what we are doing to address our gender pay gap.

As a business, we are committed to diversity, equality and inclusion. Our people practices ensure that we recruit, retain, and develop the best team members for our roles regardless of sex, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, political belief or sexual orientation.

We understand that a diverse and inclusive workforce leads to better innovation, creativity, and overall success, and that by ensuring equity we can unlock the full potential of our employees and drive sustainable growth.

What our report covers:

- Understanding 'Gender Pay Gap reporting
- Pay Distribution
- Our pay gap
- Reducing our pay gap



Kirsty Wilkins
Chief People Officer

We are proud of the work we have done over recent years to help make a positive impact on our gender pay gap through monitoring, ensuring robust people practices and implementing initiatives to improve equality of opportunity for everyone in relation to earning potential. We are aware we have more work to do, and remain committed to improving the gender pay gap.

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Understanding Gender Pay Gap Reporting

Since 2022, organisations with over 250 employees in Ireland are required to report on a range of gender pay gap information, to explain the reasons for their gender pay gaps and the measures being taken to eliminate or reduce the gaps. The pay information contained in this report is from 1 June 2024.

Gender pay gap is the difference between the average hourly rate received by men and women and is not a comparison of pay rates for men and women doing work of equal value.

The gender pay gap is different from equal pay. 'Equal pay' is about men and women receiving equal pay for the same jobs, similar jobs or work of equal value. At Pilgrims Food Masters we pay women and men equally for the same or similar job.

As required by the Gender Pay Gap Information Act 2021, our figures relate to employees in the Republic of Ireland and do not include employees based in the UK. We report our UK gender pay gap separately in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Definitions

Median pay gap is the difference between the middle hourly salary of men and women, when all salaries are lined up from lowest to highest. Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay or bonuses which means they may not show some gender pay gap issues.

Average pay gap is the difference between the average hourly earnings of men and women. Averages are useful because they consider all the data with equal weighting, giving a good overall indication of the gender pay gap. But very high or low hourly pay can 'dominate' and distort the figure.



Pay Distribution

Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay, giving an indication of gender representation at different levels of the business.

For Pilgrim's Food Masters in Ireland, women occupy 42.0% of the highest paid jobs and 53.6% of the lowest paid jobs, and represent 42.1% of our workforce overall.

Percentage of women in each pay quarter

Upper hourly pay quarter (highest paid)



Upper middle hourly pay quarter



Lower middle hourly pay quarter



Lower hourly pay quarter (lowest paid)



Our Pay Gap

Using hourly pay

Average gender pay gap



Median gender pay gap



As of the snapshot date, our business employs 1,450 team members. Of these 77 work part-time and 84 are employed on a temporary basis.

Using bonus pay

Average gender pay gap

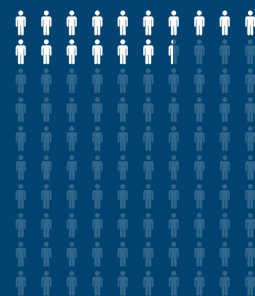


Median gender pay gap

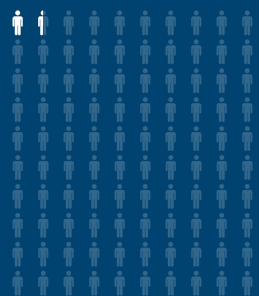
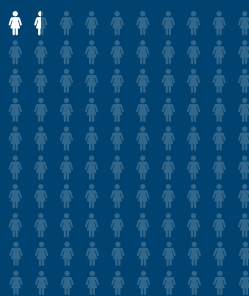


Who received bonus pay and benefits in kind?

Received bonus pay



Received benefits in kind



Gender pay gap figures are the difference between earnings of men and women as a proportion of men's earnings. Therefore a positive value indicates the pay gap is in favour of men, and a negative value means the pay gap is in favour of women.

The official measure of the GPG in Ireland is the average difference in earnings between males and females. Median figures are also required to provide useful and additional insight into differences in earnings between genders. This differs to the UK, where the official measure is the median, and the average is required for further insight.

Understanding Our Pay Gap



Our average gender pay gap (GPG) for 1st June 2024 is 13.8%. This represents a 2.4 percentage point (pp) reduction since 2022. Although our average GPG has decreased, it remains above the average for Ireland 9.6%, as reported by the Central Statistics Office (CSO) in 2022*.

Our median gender pay gap for 1st June 2024 is 3.7%. This represents a decrease of 1.2pp since 2022 and falls well below the median GPG of 5.5% for Ireland in 2022. Our average bonus gender pay gap is 76.2% and our median bonus GPG is 28%. The percentage of men and women receiving bonuses is similar, with 3.8% of women, and 4.2% of men receiving bonuses. Benefits in kind were received by 1.5% of women, and 1.3% of men.

As of 1st June 2024, 77 of our team members were employed on a part-time basis with 54.6% being women. 84 team members were on temporary contracts of which 38.1% were women.

Our GPG metrics for part-time workers in 2024 are negative, meaning they are in favour of women with the median being -69.3%, and mean of -20.5%. This signifies that the average hourly rate of a woman in a part-time role is 20.5% more than that of the average male rate. This reverse pay gap for part-time work is also seen at an all Ireland level, with the CSO reporting an average GPG -6.9% in 2022 for part-time

working. The CSO does not provide a metric we can compare to for temporary workers. When interpreting our gender pay gap data it is important to consider our organisational shape. As set out in the 'pay distribution' section, most employees in our business are men (57.9%), and 42.1% are women. When split into quartiles from highest to lowest paid, women make up 42% of those in the highest paid roles – this is a 7.8pp increase since 2022 and now means the ratio of women in the highest quartile is almost equal to the ratio of women overall. Women make up 53.6% of the lowest paid roles, this represents a decrease of 7.1pp since 2022. Combined, these shifts mean the balance of women across pay quartiles is improving, with more in higher pay quartiles and senior roles, and more women overall.

Although we have more work to do, our gender pay gap data shows that our business continues to move away from the tradition in our industry of being heavily male dominated overall, and with women being isolated to lower paid roles. Learn more about what we are doing to reduce the gender pay gap and improve opportunities for women in our business in the following pages.

**At the time of writing, 2022 gender pay gap data is the latest data available from the Central Statistics Office*

Reducing the Gap

Over the course of 2024 we have taken action to improve the gender pay gap and the experience of women in our business. We have achieved this by offering valuable leadership development and learning opportunities, acting on feedback from our diversity, equity, inclusion and belonging (DEI&B) survey and promoting the contribution and inclusion of women.

Leadership development

We are proud that 51% of participants on our leadership development programmes are women, representing a greater proportion of women than in our business overall (37.2%). This demonstrates that the leadership potential of women is recognised, and action is taken to support women with their career aspirations. We expect this participation in our leadership development programmes will lead to greater representation of women in more senior roles, making a positive impact on the gender pay gap and demonstrating the opportunities available to other women in our business.

We have leadership development programmes for all levels, with options for those who are yet to manage others through to programmes for senior leaders. This means we can support our team members to unlock their potential, to make a positive contribution to our culture and business performance, and progress wherever they are in their career.

- Leading Others - for existing people leaders who would benefit from becoming even more effective in their role.
- Leading Leaders - for anyone who has other people leaders reporting into them and would benefit from becoming even more effective in their role.
- Elevate Senior Leader Development Programme - for Senior Leaders who have significant responsibility for running a function and who contribute more widely across their business unit.





We also offer a career coaching programme, early careers opportunities such as placement student and graduate development programmes, and personal development sessions on topics such as accepting change, courageous conversations, dignity at work, enhancing your network, handling conflict and psychological safety.

Learning opportunities linked to the female experience include:

- Pensions awareness week - with specific information on the gender pay gap in pension savings.
- Support for carers - 1 in 7 people will be caring for someone who is older, disabled, or seriously ill, with caring responsibilities more often undertaken by women.
- Women's health webinars - raising awareness by sharing women's health statistics, information on female-only cancers, menopause and mental health.
- Menopause awareness - we encourage all employees, men and women to get involved in workshops that benefit not just those who are experiencing symptoms but also managers, colleagues and those supporting loved ones at home.

Our Current and Future Focus

This report highlights some of the actions we've taken over the last year to help us to close the gender pay gap, but we know we have more to do.

We will continue to build on our efforts to improve the female experience and support women to achieve their career aspirations.

We will also look for new opportunities that we can embrace and are confident that as our work progresses we will continue to close the gender pay gap.

Gender Pay Gap Report Ireland 2024

The data contained in this report is accurate and has been calculated in accordance with the requirements of the Gender Pay Gap Information Act 2021.

A handwritten signature in black ink, appearing to read 'K Wilkins', with a stylized initial 'K'.

Kirsty Wilkins
Chief People Officer




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