

# Gender Pay Gap Report 2022



Founded in 1954, ABP Ireland (“ABP”) is a leading processor of quality Irish beef, working side-by-side with over 20,000 farmers to deliver an award-winning range of fresh meat products to the retail, wholesale and foodservice markets in Europe and worldwide.

ABP is pleased to present its inaugural Gender Pay Report in accordance with the Gender Pay Information Act 2021.

For this report, the snapshot date was 30<sup>th</sup> June 2022.

## Gender Pay Gap

Mean  
**18.4%**  
Median  
**8.3%**

## Bonus Gap

Mean  
**81.7%**  
Median  
**0.0%**

Proportion of colleagues receiving a bonus in the 12 months preceding the snapshot date:

Male **86.7%**

Female **83.0%**

## The proportion of males and females in each quartile pay band:

Band	Males	Females	Description
1	83.0%	17.0%	Includes all employees whose standard hourly rate places them in the upper quartile
2	86.6%	13.4%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
3	73.9%	26.1%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
4	68.7%	31.3%	Includes all employees whose standard hourly rate places them in the lower quartile

ABP operates in the agri-food and meat industry; the processing sector in which we operate has a long history of underrepresentation of women. As of the snapshot date, 22% of ABP’s employees were female with 78% male.

Diversity and inclusion, with a specific focus on gender equality is a strategic priority for ABP. ABP seeks to promote a culture of diversity and inclusion, including through its support of and engagement in strategic partnerships, such as Women in Meat Business and its membership of Bord Bia’s Agri-Food Diversity & Inclusion Forum. We promote annual events from mental health awareness to International Women’s Day.

ABP is an equal opportunities and an equal pay employer. Females operating in our processing plants are paid the same basic salary and variable pay rates as their male counterparts undertaking the same duties.

ABP She was launched in September 2022 with the aim of supporting and identifying female talent within the business. The program offers a range of practical supports to female colleagues alongside female mentorship and celebrating female role models across all our sites, from different nationalities and experience levels.

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Despite the challenges of recent years and the impact labour shortages have had in the Irish market, ABP remains committed to continuing to promote gender balance at all levels of our workforce. We have re-designed our recruitment advertisements and images to include, promote and champion female imagery, focusing on roles for which, historically, we have struggled to attract female applicants.

We aim to ensure the equal participation of women and men in all areas of work, at all levels and locations ensuring equal access to the same recognition, reward and career progression opportunities. To embed this practically we have launched a new performance and talent management program STRIVE. Through this vehicle we can identify, support and champion female talent and monitor progress.

I confirm that the information and data reported is accurate as at the snapshot date of 30<sup>th</sup> June 2022.

A handwritten signature in black ink, which appears to read 'Bernie McGeough', is positioned above the printed name.

Bernie McGeough

HR Director

(Note: As at the snapshot date, less than 1% of ABP's employees were employed on a part-time basis and benefit-in-kind payments did not feature within our remuneration structures.)