

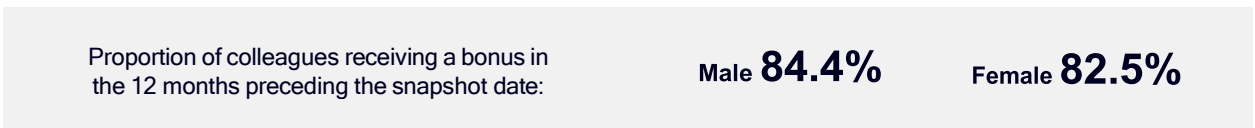
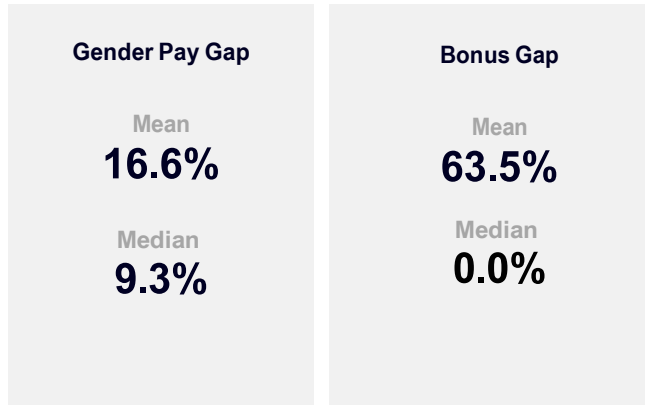
# Gender Pay Gap Report 2023



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 2023 Gender Pay Report in accordance with the Gender Pay Information Act 2021. For this report, the snapshot date was 30<sup>th</sup> June 2023.

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.



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

Band	Males	Females	Description
1	84.2%	15.8%	Includes all employees whose standard hourly rate places them in the upper quartile
2	85.2%	14.8%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
3	74.4%	25.6%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
4	63.7%	36.3%	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, 23% of ABP’s employees were female which represents an uplift versus the 22% female representation in our 2022 Gender Pay Report. The proportion of females within the Upper Middle and Upper quartiles has increased slightly year on year which has contributed to a reduction in both the Mean Gender Pay Gap % (16.6% vs. 18.4% in 2022) and the Mean Bonus Gap (63.5% vs. 81.7% in 2022).

Diversity and inclusion, with a specific focus on gender equality remains 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 with Meat Business Women. We promote ongoing events from mental health awareness to International

# Gender Pay Gap Report 2023



Women's Day. This year we have rolled out Inclusion and Unconscious Bias Awareness Training for our people managers alongside implementing a new HR information system allowing quick and easy access to all employee-related data, including insight generation for diversity and inclusion statistics.

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.

Despite the challenges of recent years and the impact labour shortages continue to have in the Irish market, ABP remains committed to continuing to promote gender balance at all levels of our workforce. 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 continue to roll out 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 2023.

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.)