



Ornua Ingredients Europe

Gender Pay Report 2022

A note from our MD, Joan Bombardo Garriga

This is **Ornua Ingredients Europe's** first Gender Pay report due to a change moving us over the threshold level of 250 employees. This details the extent of the Gender Pay Gap within Ornua Ingredients Europe and outlines how we are continually strengthening and embedding **Diversity and Belonging** in our workplace.

Our **Gender Pay Gap for 2022** was -8.4%. This means that, on average, women earned 8.4% more per hour than men. **Our mean bonus pay gap is 6.5%.**

The percentage for females is highest in the lower quartile but is of a similar value in the top two quartiles. Males are at their highest percentage in the lower middle quartile.

Our business is committed to embedding diversity and inclusion in our workplace. We are engaging our workforce in how to increasingly make Ornua Ingredients Europe a great place to work for all. This is demonstrated through embedding Diversity and Belonging in the objectives of all our people managers, continuing our D&B moments campaign and marking significant dates such as Pride and International Women's Day with our workforce.

I can confirm all our data is accurate.

Joan Bombardo Garriga

Managing Director – Ornua Ingredients Europe



Our Gender Pay Gap in 2022

Our Gender Pay Gap

Our **mean** Gender Pay Gap for 2022 is -8.4% in favour of women compared to men.

The proportion of the female workforce who received bonuses was greater than men, however males received on average 6.45% more in bonuses than females in the period 6 April 2021 to 5 April 2022

Our bonus payments are made in April, which impacts our Gender Pay Gap. By excluding bonuses from the Gender Pay Gap calculation, our mean Gender Pay Gap decreases slightly to -7.4%.

Our **median** Gender Pay Gap is -1.5% in favour of females. Excluding bonuses from the calculation, our median Gender Pay Gap is the same at -1.5% in favour of females

Ornua has put in place and operate unbiased hiring practices and we hire the best available candidates for roles.

Our overall workforce

Our figures are based on a headcount of 267 relevant employees, including 172 males and 95 females – split 64% male, 36% female.

Calculation	Hourly pay gap including bonus	Hourly pay gap excluding bonus	Bonus pay gap
Mean	-8.4%	-7.4%	6.5%
Median	-1.5%	-1.5%	-87.5%

Bonuses



9% of male employees received a bonus



15% of female employees received a bonus



Our Pay Quartiles in 2022

The pay quartiles show the percentage of men and women in each quarter of our workforce when ranked by hourly rate and split into four equal sections. Our overall workforce is split 64% male and 36% female, but for Gender Pay Gap purposes all calculations need to be based on full pay relevant employees. In 2022, this group was split 62% male and 38% female.

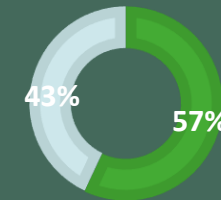
Our pay quartiles reflect that males dominate more in the lower middle quartile, with females of a similar percentage in all quartiles apart from the lower middle quartile

The lower middle quartile contains a lower percentage of females which reflects the fact that our higher-paid operative roles are more likely to be filled by males. The lower quartile and upper middle and upper quartile contains a similar percentage of female employees, reflecting the fact a proportion of females both fill the lower paid roles but also the higher paid roles of our middle managers.



LOWER

■ Male ■ Female



Role type: Apprentice, Operative, Junior Administrator

LOWER MIDDLE

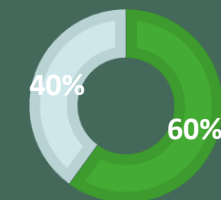
■ Male ■ Female



Role type: Operative, Administrator, Technician

UPPER MIDDLE

■ Male ■ Female



Role type: Operative, Technician, Team Leader, Supervisor

UPPER

■ Male ■ Female



Role type: Specialist, Engineer, Manager, Senior Manager, Executive



Diversity and Belonging at Ornua

Ornua's global **Diversity and Belonging** strategy is a key part of who we are as a business. We understand that each member of our global workforce is unique. By recognising the rich range of differences that we all bring to the table, we can benefit from a more inclusive, collaborative and compassionate workplace that allows us to flourish.

Diversity is a rich range of differences, both visible and invisible, that makes each of us unique. **Belonging** is making everyone feel welcome for who they are. It is developing a deeper connection with others by sharing your authentic self and receiving acceptance in return. It helps people thrive in the workplace.

Diversity and Belonging at Ornua is about our workforce being their best authentic selves at work. With our purpose “To Foster a culture of equality at Ornua where everyone can bring their whole selves to work.”

This is broken down into our pillars

Make It Happen: A Governance framework for diversity and belonging that promotes a culture of accountability.

Belonging In Action: Create educational opportunities and practical tools and policies to integrate Diversity and Belonging into our ways of working.

Sharing Our Stories: Promote a rich range of voices to thoughtfully illustrate our diverse experiences and under each other's stories.

This has included, Women in Leadership programmes, Inclusive Leadership training and Workshops for parents via our Platform 55



Our Diversity and Belonging Journey So Far

DIVERSITY & BELONGING

Designed and launched a diversity awareness and understanding e-learning module 'Open Minds'

Optimised hiring practices, through an interviewing development programme, we educate our hiring managers on avoiding bias in our selection processes.

Celebrating events such as world mental health day, gay pride, and international women's / men's day, as well as recognising culturally important days for all nationalities across our workforce.

Created Ornuia Women in Leadership programmes

Continuation of Ornuia Diversity and Belonging Network who work in partnership with the working group to bring the Diversity and Belonging Strategy to life at each Ornuia location globally.

Member of the Valuable 500 500 – global business collective of 500 CEOs & their companies innovating for disability inclusion.

Active members of 30% club to support gender diversity at senior level and cross company mentoring.

Supporting parents through improvements to maternity, paternity and shared parental leave and pay, and providing better support for those returning to work through our New Parents Programme.

Working with Bord Bia's AgriFood D&B Forum to advance the D&B agenda within the Irish food and drink industry.

Make It Happen

Belonging in Action

Sharing Our Stories

