



Ornua Foods UK Gender Pay Report 2023

A note from our MD, Simon Ball

This is **Ornua Foods UK's** seventh Gender Pay report. This details the extent of the Gender Pay Gap within Ornua Foods in the UK and outlines how we are continually strengthening and embedding **Diversity and Belonging** in our workplace.

Our **Gender Pay Gap for 2023** was -7.4%. This means that, on average, women earned 7.4% more per hour than men. This is an increase from the figure of -5.4% last year. **Our mean bonus pay gap** has reduced slightly from 25.7% to 23.5%.

Our Gender Pay Gap report continues to reflect our workforce profile of predominantly male with a very similar figure overall to last year.

Our business is committed to embedding diversity and inclusion in our workplace. We are engaging our workforce in how to increasingly make Ornua Foods 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.

Simon Ball

Managing Director – Ornua Foods UK Ltd



Our Gender Pay Gap in 2023

Our Gender Pay Gap

Our **mean** Gender Pay Gap for 2023 is -7.4%. This represents an increase from last year in favour of women compared to our 2022 mean Gender Pay Gap.

Although a similar proportion of our male and female workforce received bonuses, on average, males were paid 23.5% more than the females in the period 6 April 2022 to 5 April 2023.

Our annual 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 -6.6%.

Our **median** Gender Pay Gap is -3.5%. Excluding bonuses from the calculation, our median Gender Pay Gap is the same at -3.5% also.

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 725 relevant employees, including 479 males and 246 females – split 66% male, 34% female. This is an increase of 6% in total headcount from 2022 of 684, with our female/ male split remaining similar.

Calculation	Hourly pay gap including bonus	Hourly pay gap excluding bonus	Bonus pay gap
Mean	-7.4%	-6.6%	23.5%
Median	-3.5%	-3.5%	0%

Bonuses



94% of male employees received a bonus



94% of female employees received a bonus



Our Pay Quartiles in 2023

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 66% male and 34% female, but for Gender Pay Gap purposes all calculations need to be based on full pay relevant employees. In 2023, this group was split 67% male and 33% female.

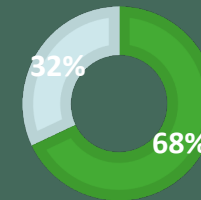
Overall, each pay quartile contains a similar gender split. The percentage of females has slightly increased this year in the lower quartile to 32% compared to 2022 which was 27%.

The lower middle quartile contains the highest proportion of males to females while the upper quartile contains the highest proportion of females to males.



LOWER

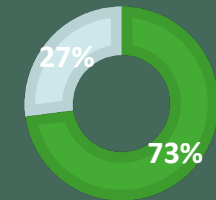
■ Male ■ Female



Role type: Apprentice, Operative, Junior Administrator

LOWER MIDDLE

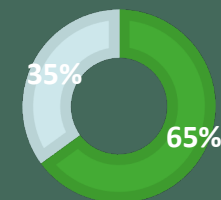
■ Male ■ Female



Role type: Operative, Administrator, Technician

UPPER MIDDLE

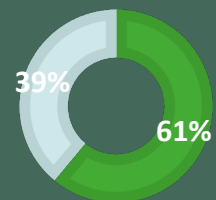
■ Male ■ Female



Role type: Operative, Technician, Team Leader, Supervisor

UPPER

■ Male ■ Female



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



Diversity and Belonging at Ornuua

Ornuua'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 Ornuua is about our workforce being their best authentic selves at work. With our purpose "To Foster a culture of equality at Ornuua 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



Diversity and Belonging at Ornuua

Programmes

- Bias-free Leadership Decisions
- Women in Leadership
- Belonging @ Ornuua – Inclusive Leadership
- A-Z of Being Me campaign
- Licence to Hire

Policies

- Enhanced Paternity Leave
- Enhanced Maternity Leave
- Phase return from Maternity Leave
- Fertility Leave
- Miscarriage Leave
- Surrogacy Leave
- Part-time Working
- Flexible Working
- Sabbatical Leave

Partnerships



Internal & External Advocacy

