



# Ornua Ingredients Europe

## Gender Pay Report 2023

# A note from our MD, Joan Bombardo Garriga

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This is **Ornua Ingredients Europe's** second Gender Pay report. This report 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 2023** was -6.6%. This means that, on average, women earned 6.6% more per hour than men. **Our mean bonus pay gap was** -64.8%. This means that, on average, women earned 64.8% more in bonus payments than men.

The percentage for females is highest and of a similar value in the lower and upper quartiles. Males are at their highest percentage in the lower middle and upper middle quartiles.

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, creating a workplace that is inclusive where employees can be their authentic selves and driving a learning culture by investing in the development of employees across the business.

I can confirm all of our data is accurate.

**Joan Bombardo Garriga**

Managing Director – Ornua Ingredients Europe



# Our Gender Pay Gap in 2023

## Our Gender Pay Gap

Our **mean** Gender Pay Gap for 2023 is -6.6% in favour of women compared to men.

The proportion of the female workforce who received bonuses was greater than men by an additional 11%. On average, females also received 64.8% more in bonuses the period 6 April 2022 to 5 April 2023 compared to last year where males received on average 6.45% more in bonuses than females. The primary driver of the year-on-year difference is that bonus earnings for a significant proportion of females have been reported for the first time since they joined from another legal entity in mid-2021, after bonuses had been paid out in that year.

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 -4.5%.

Our **median** Gender Pay Gap is -3.2% in favour of females. Excluding bonuses from the calculation, our median Gender Pay Gap is slightly more at -4.3%

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 265 relevant employees, including 171 males and 94 females – split 65% male, 35% female.

Calculation	Hourly pay gap including bonus	Hourly pay gap excluding bonus	Bonus pay gap
Mean	-6.6%	-4.5%	-64.8%
Median	-3.2%	-4.3%	0%

## Bonuses



70% of male employees received a bonus



81% 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 65% male and 35% female, but for Gender Pay Gap purposes all calculations need to be based on full pay relevant employees. In 2023, this group was split 62% male and 38% female.

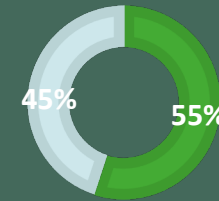
Our pay quartiles reflect that males dominate more in the middle quartiles, with female representation increasing in both the lower and upper quartile.

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 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

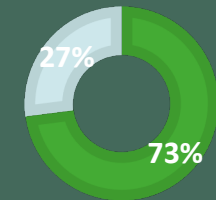
■ Male ■ Female



Role type: Apprentice, Operative, Junior Administrator

## LOWER MIDDLE

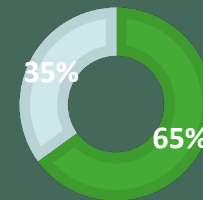
■ Male ■ Female



Role type: Operative, Administrator, Technician

## UPPER MIDDLE

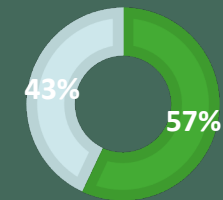
■ Male ■ Female



Role type: Technician, Team Leader, Supervisor

## UPPER

■ Male ■ Female



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



# Diversity and Belonging at Ornuua

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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



Agri-Food Diversity & Inclusion Forum (AgDiF)

