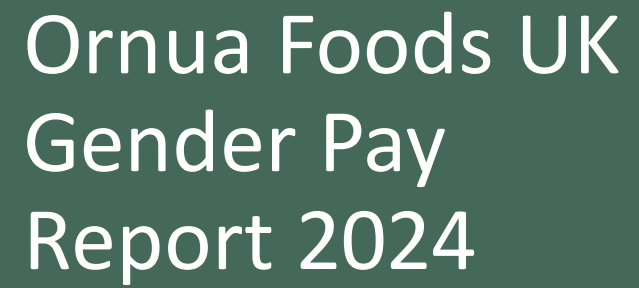


The Ornua logo is rendered in a white, clean, sans-serif typeface. The letter 'O' is notably large and features a thin, horizontal line extending from its right side, creating a distinctive graphic element.

Ornua

THE HOME OF IRISH DAIRY

The title text is presented in a white, sans-serif font, arranged in three stacked lines. It is positioned on the right side of the page, set against a solid dark green background that contrasts with the lighter green grass imagery on the left and right edges.

Ornua Foods UK
Gender Pay
Report 2024

A note from our MD, Simon Ball

This is **Ornua Foods UK's eighth** 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 2024** was -1.4%. This means that, on average, women earned 1.4% more per hour than men. This is a reduction from the figure of -7.4% last year. **Our mean bonus pay gap** has reduced from 23.5% to 10.2%.

Our Gender Pay Gap report continues to reflect a predominantly male workforce profile.

Our business is committed to embedding diversity and inclusion in our workplace. We are engaging our workforce in how to increasingly make Ornua Foods UK a great place to work for all. In 2024, Ornua launched a Global Diversity & Inclusion Strategy, Common Ground, which is a further commitment to guarantee a workplace of equal opportunity, inclusivity and fairness where employees can be their authentic selves.

I can confirm all our data is accurate.

Simon Ball

Managing Director – Ornua Foods UK Ltd



Our Gender Pay Gap in 2024

Our Gender Pay Gap

Our **mean** Gender Pay Gap for 2024 is -1.4%. This represents a reduction from last year compared to our 2023 mean Gender Pay Gap of -7.4%

Although a similar proportion of our male and female workforce received bonuses, on average, males were paid 10.2% more than the females in the period 6 April 2023 to 5 April 2024.

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 to -0.3%.

Our **median** Gender Pay Gap is -1.8%. Excluding bonuses from the calculation, our median Gender Pay Gap is -1.5%.

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 731 relevant employees, including 480 males and 251 females – split 66% male, 34% female. This is an increase of 0.8% in total headcount from 2023 of 725, with our female/ male split remaining similar.

Calculation	Hourly pay gap including bonus	Hourly pay gap excluding bonus	Bonus pay gap
Mean	-1.4%	-0.3%	10.2%
Median	-1.8%	-1.5%	0%

Bonuses



95% of male employees received a bonus



98% of female employees received a bonus



Our Pay Quartiles in 2024

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 2024, this group was split 66% male and 34% female.

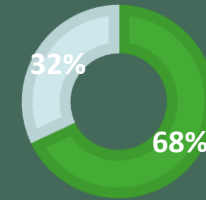
Overall, each pay quartile contains a similar gender split. The percentage of females in the lower quartile remained the same at 32% compared to 2023.

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



LOWER

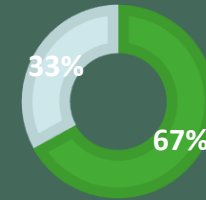
■ Male ■ Female



Role type: Apprentice, Operative, Junior Administrator

LOWER MIDDLE

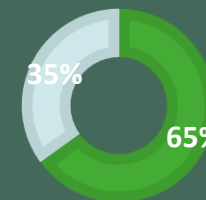
■ Male ■ Female



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 Inclusion at Ornuua

In 2024, Ornuua launched **Common Ground**, the company's new Global **Diversity and Inclusion** Strategy.

Ornuua's Global **Diversity and Inclusion** 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. **Inclusion** is making everyone feel welcome, valued, supported and respected 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.

Common Ground encompasses six core dimensions and reinforces Ornuua's commitment to guarantee equal opportunities to people of all backgrounds and create a fairer and more inclusive society where everyone is respected.

The company aims to enable better outcomes for people through education and awareness, and the embedding of principles of **Diversity and Inclusion** across policy, recruitment, development and our working practices.

As a further commitment to action in 2024, Ornuua set a Gender Balance in Leadership target. The Company aims to achieve a 50/50 split in gender representation between females and males for our top 100 job roles globally by 2030.



Diversity and Inclusion at Ornuu

COMMON GROUND.

Where we stand on
Diversity & Inclusion



People

Striving to create better outcomes for people.

Commitment

To guarantee equal opportunities to people of all backgrounds and create a fairer and more inclusive society where everyone is respected.

Core Purpose

To nurture a culture where everyone feels they can belong and thrive.

To achieve our objective, we have identified six core dimensions of diversity to guide our actions.

	Gender Balance	Disability	Cultural Diversity	LGBTQI+	Generations	Neurodiversity
Dimensions	We are committed to enhancing gender equity within our organisation by championing and empowering female talent at all levels and ensuring equal opportunities.	We are committed to removing barriers within our workplaces and organisation to ensure Ornuu is disability-inclusive.	We are committed to ensuring our organisation is free of bias and welcoming of all cultural backgrounds and experiences.	We are committed to ensuring our organisation is supportive and welcoming of all identities, orientations and forms of gender representation.	We are committed to supporting and protecting people of all ages and stages, of career and life.	We are committed to ensuring our organisation is neuroinclusive and supportive and accommodating of all cognitive profiles.
Outcomes	More female leaders	More accessible workplaces	More diverse teams	Value & support for all communities	Value & support for all generations	Understanding of & support for neurodiversity
Enablers	Education & Advocacy Building awareness and knowledge of diversity within our business and a strong culture of active allyship.		Recruitment, Retention & Development Ensuring our talent attraction and development approach is fully inclusive every step of the way.		Ways of Working & Policies Embedding accessibility and inclusivity principles in our day-to-day operations, and promoting and enhancing our progressive programmes and policies.	Accountability Driving ambitious progress through action, ownership, measurement and continuous improvement.

