



# **GENDER PAY GAP REPORT**

**2023/2024**

**FERRERO**

## UNDERSTANDING THE GENDER PAY GAP

**The gender pay gap is the difference in pay between men and women in a workplace. A positive gender pay gap indicates that, on average across all employees, females are in a less favorable position than males.**

### **Mean**

The mean pay gap is the difference between the hourly pay of all male and female employees when added up separately and divided by the total number of the males and females in the workforce.

### **Median**

The median pay gap is the difference between the pay of the middle male and middle female, when all of the employees are listed from the highest to the lowest paid.

Following the introduction of the Gender Pay Gap Information Act 2021, companies are required to report the pay gap that exists between the male and female workers in the workplace depending on headcount across a range of metrics. The act requires employers to provide explanations for any pay gaps and outline measures they are taking to address them. The aim of the act is to promote transparency regarding pay disparities between men and women.

It is important at the outset of this report to distinguish between reducing the gender pay gap and equal pay; which are two very different issues.

- Equal Pay strives to achieve the same pay for both men and women who perform the same or similar work.
- Whereas the Gender Pay Gap endeavors to ensure the average pay of a male be as close as possible to that of a female across an organization.

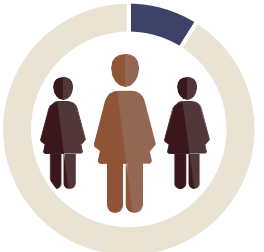
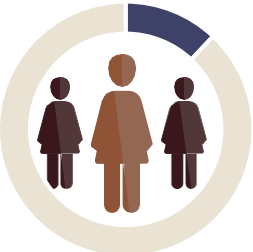
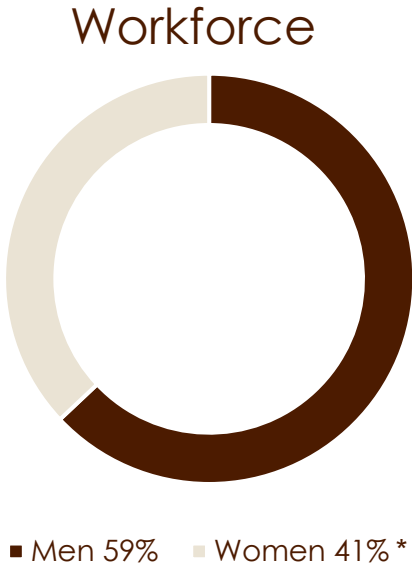
Ferrero Ireland values gender equality and diversity as fundamental principles within the organization. We are dedicated to fostering a workforce that is equitable, inclusive, and reflective of its community. This report aims to highlight the current gender pay gap at Ferrero Ireland, identify the factors contributing to it and outline strategies to mitigate inequality.

We are confident the gender pay gap does not stem from issues of unequal pay for equal work; it is influenced by the composition of our workforce. Similar to other businesses in the manufacturing industry, -the gender pay gap is a reflection of having -a higher proportion of men than women in senior positions when reviewing the workforce as a whole.

## BONUS AND BONUS IN KIND (BIK) RECIPIENTS

Percentage of men and women receiving bonuses

Percentage of men and women receiving BIK



\*5% increase in female headcount YoY

## FIGURES FOR 2023/2024

### Pay and bonus gaps

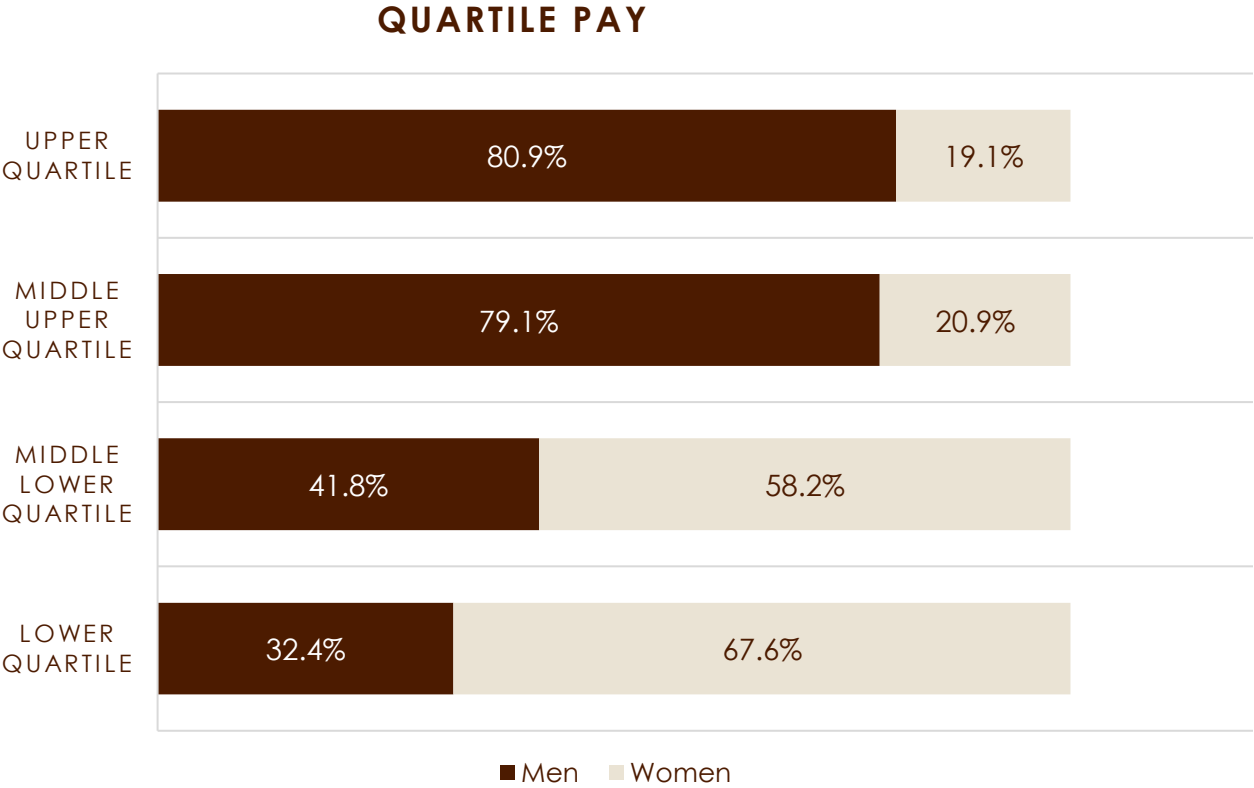
Gender pay/ bonus gap %	
2024	
Mean Hourly	15.1%
Median Hourly	16.5%
Mean Bonus	31%
Median Bonus	32%

#### Mean

The difference between hourly pay of all male and female employees when combined and divided by the total number of employees in the workforce.

#### Median

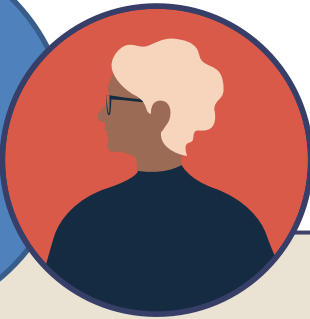
The difference between the pay of the middle earning male and middle earning female in an organization.



The pay quartiles represent the way in which the salaries of male & females sit within the pay hierarchy

## KEY FACTORS INFLUENCING OUR GENDER PAY GAP

The mean and median pay gap reflect more men occupying senior roles.



We're focused on reducing the pay gap as women take up more senior and higher paying roles, supported by internal development programmes.

Females make up 41% of our workforce, an increase from last year.



While we are pleased to see female representation growing in our business, there is a continued need to recruit women in the manufacturing and R&D industries. We are committed to continuing to recruit more women into the workforce by ensuring inclusive hiring practices.



Within our business we have many people who choose to have a long career with us, meaning that our progress towards gender parity is a steady journey.

We have invested in the development for all, to foster an ever more inclusive culture while working with our talent team to recruit and retain diverse talent.

## A HOLISTIC COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

Diversity, equity and inclusion matters to us. We have implemented multiple policies to support greater diversity across the workforce with a particular focus on closing the gender pay gap.

### 1 DIVERSITY, EQUITY & INCLUSION COUNCIL

We have introduced a Diversity, Equity and Inclusion Council who act as ambassadors and are accountable for embedding diversity and inclusion across the business; with gender equality being one of its main areas of focus. The Council is comprised of subject matter experts on our diversity and inclusion initiatives, creating and supporting the rollout of our strategy in Ireland.

### 2 PARENTS & CARERS

We have implemented a range of progressive policies for those with parental and caring responsibilities. All employees benefit from paid leave when welcoming a new child into their family by birth, adoption or surrogacy. We believe this is important in retaining women in the workplace and supports gender balance at all levels.

### 3 TALENT ACQUISITION & DEVELOPMENT

We continually review our recruitment processes and language for universal design, ensuring that from graduates to experienced hires, our hiring practices are as consistent and fair as possible. We use a tool that makes sure our job descriptions are inclusive, enabling us to reach a wider talent pool.

We work with the local university to hire young student placements each year. We also attend employer recruitment fairs to encourage and promote the international opportunities toward our under-represented groups - this has led to an increase of women at our supervisory level. This activity complements our people development framework which ensures we can support people on their development.

### 4 REWARD PRACTICES

We work to ensure all our people have a fair and equal opportunity to progress their careers. Salary arrangements are established under global principles and are determined based on job responsibilities with no gender differentiation.

## CLOSING THE GAP

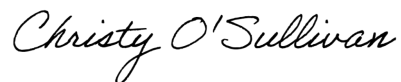
Our people are the heart of our business. We are dedicated to fostering a workplace culture where every individual—regardless of gender, nationality, health conditions or impairments, generation and cultural background—feels valued, supported, and empowered to thrive. Our goal is to ensure that all employees are provided with equal opportunities to grow and succeed.

We are committed to implementing an effective Diversity, Equity & Inclusion strategy that not only celebrates individual successes but also accelerates employee development and guarantees equitable pathways for career advancement. We hold ourselves accountable to this through transparency and continuous evaluation.

We are proud that many people choose to stay within the Ferrero Ireland family for long and happy careers, demonstrating a strong culture. Change takes time, but we are confident that we will continue to build strong representation of women in leadership roles, gradually closing the gender pay gap.

### Declaration

We are committed to avoiding any form of discrimination in our employment practices and are committed to addressing the gender pay gap over the long term. I confirm that the information contained in this report is accurate.



**Christy O'Sullivan**

**Plant Director**

Ferrero Ireland Limited

**FERRERO**