



GENDER PAY GAP REPORT

**Ireland
2024/2025**

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 favourable 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 organisation.

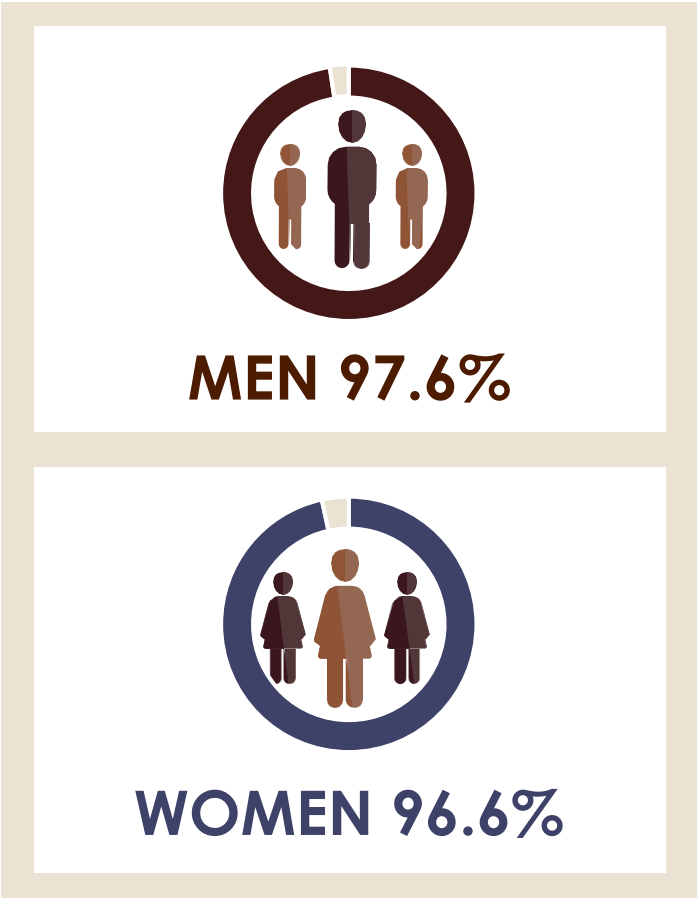
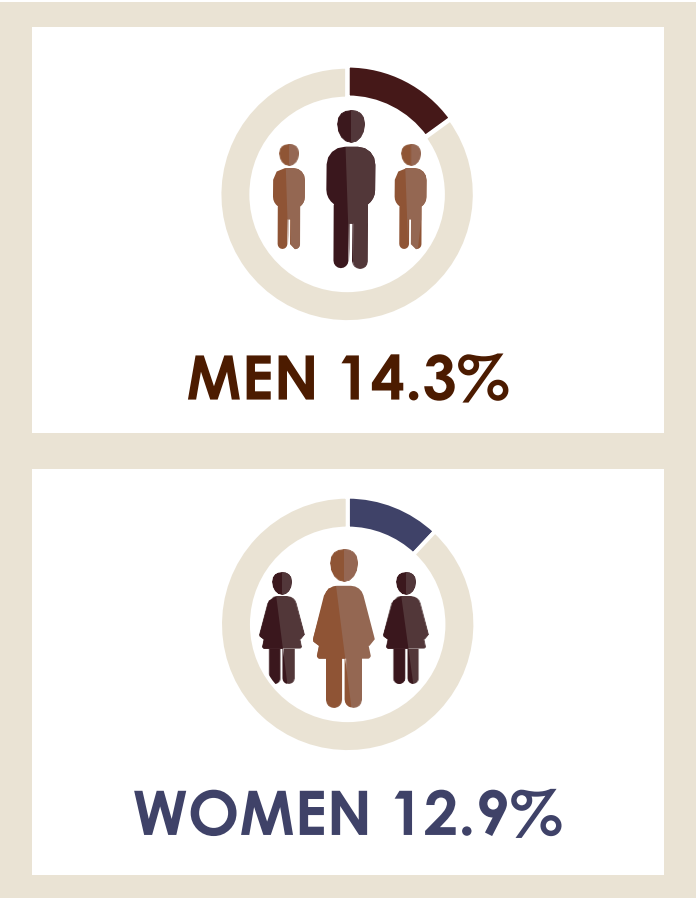
Ferrero Ireland values gender equality and diversity as fundamental principles within the organisation. We are dedicated to fostering a workforce that is equitable, inclusive, and reflective of its community. This report aims to highlight the current gender pay gap at Ferrero Ireland, identify the factors 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 BENEFIT IN KIND (BIK) RECIPIENTS

Percentage of men and women receiving bonuses

Percentage of men and women receiving BIK



FIGURES FOR 2024/2025

Pay and bonus gaps

Gender pay/ bonus gap %	
2024	
Mean Hourly	15.7%
Median Hourly	17.1%
Mean Bonus	29.8%
Median Bonus	27.0%

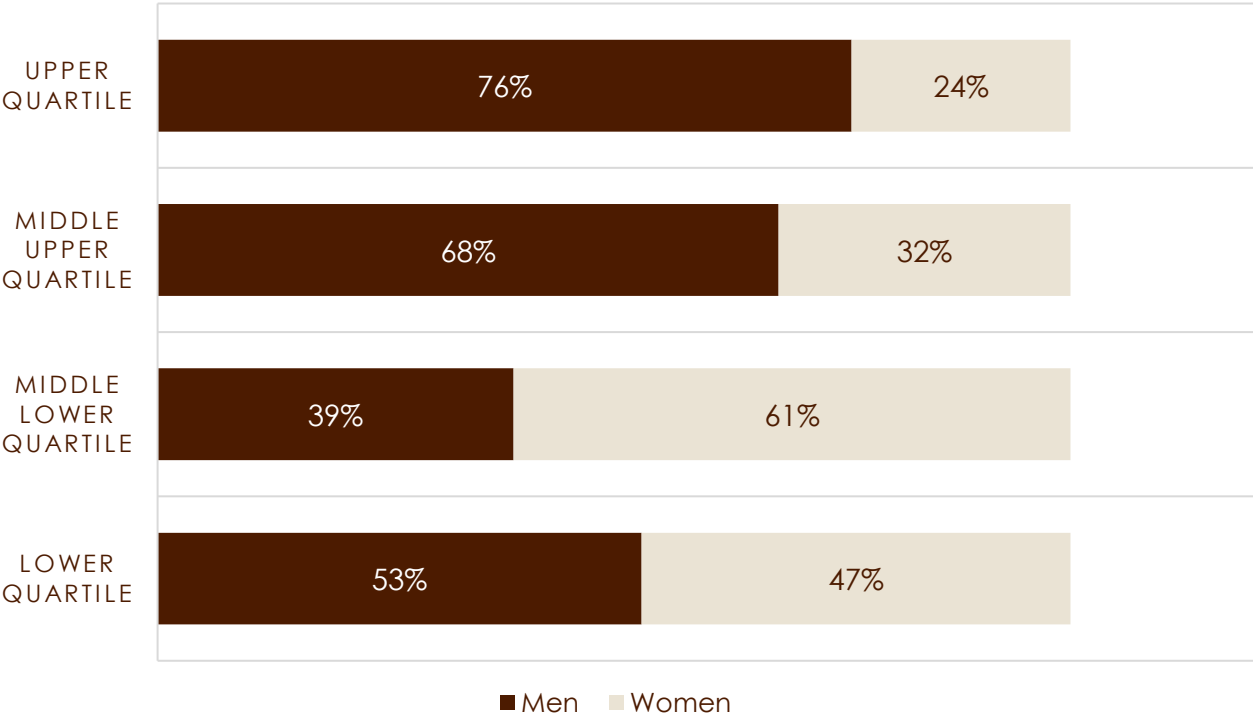
Mean

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.

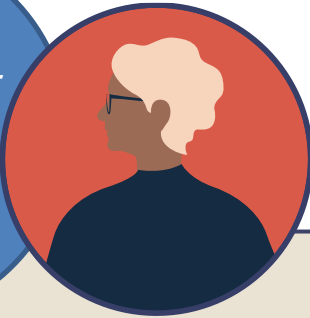
QUARTILE PAY



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

More men in senior roles drive the mean and median pay gap.



We have rolled out additional training on inclusive practices, including raising awareness of unconscious bias.

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



While we are pleased to see more women in our business, there is a continued need to further recruit women in the manufacturing and R&D industries. We will continue to support this goal by practising inclusive hiring to attract more women into our workforce.



Our journey will be one that takes time, we are proud that many individuals choose to spend a significant part of their careers with us.

We are now actively participating in our region's Diversity, Equity & Inclusion activities. Our aim is to create equal opportunities for all individuals while continuing to support a culture that promotes inclusion.

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 people joining the workforce 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 collaborate with the local university to recruit student placements each year. Additionally, we participate in employer recruitment fairs to encourage and promote international opportunities to our under-represented groups – an initiative that has led to an increase in women at the supervisory level. These efforts complement our people development framework, which is designed to support individuals in their professional growth.

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. This year we have significantly invested in all our reward packages.

CLOSING THE GAP

Our people are at the heart of our business. We continue to foster a workplace culture where every individual – regardless of gender, nationality, health conditions, 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.

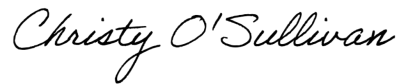
We are committed to implementing an effective Diversity, Equity & Inclusion strategy that not only celebrates individual successes but also accelerates employee development and guarantees equitable pathways for career advancement. We hold ourselves accountable to this through transparency and continuous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

We will continue reviewing our practices to find ways to reach a broader audience as we work to close the gap.

We are proud that many employees at Ferrero Ireland have long careers, which reflects the company culture. Change takes time, and efforts are ongoing to increase representation of women in leadership positions and gradually reduce 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

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