

GENDER PAY GAP REPORT

Ireland 2025/2026

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 male and female workers across a range of metrics, depending on headcount. 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.
- The gender pay gap, by contrast, endeavours to ensure that the average pay of a male is as close as possible to that of a female across an organisation.

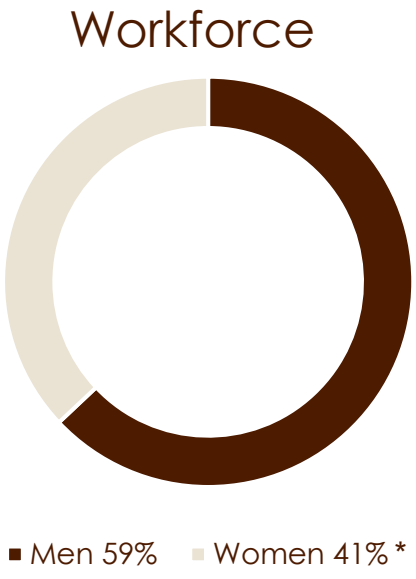
Ferrero Ireland values gender equality and diversity as fundamental principles within the organisation. We are dedicated to fostering a workforce that is equitable, inclusive, and reflective of its community. This report aims to highlight the current gender pay gap at Ferrero Ireland, identify the factors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

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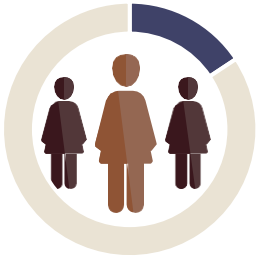
BONUS AND BENEFIT IN KIND (BIK) RECIPIENTS



Percentage of men and women receiving bonuses



MEN 12.4%

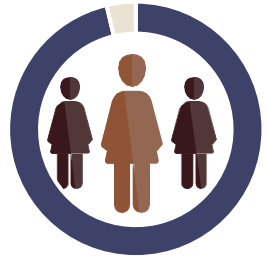


WOMEN 15.7%

Percentage of men and women receiving BIK



MEN 86.5%



WOMEN 88.9%

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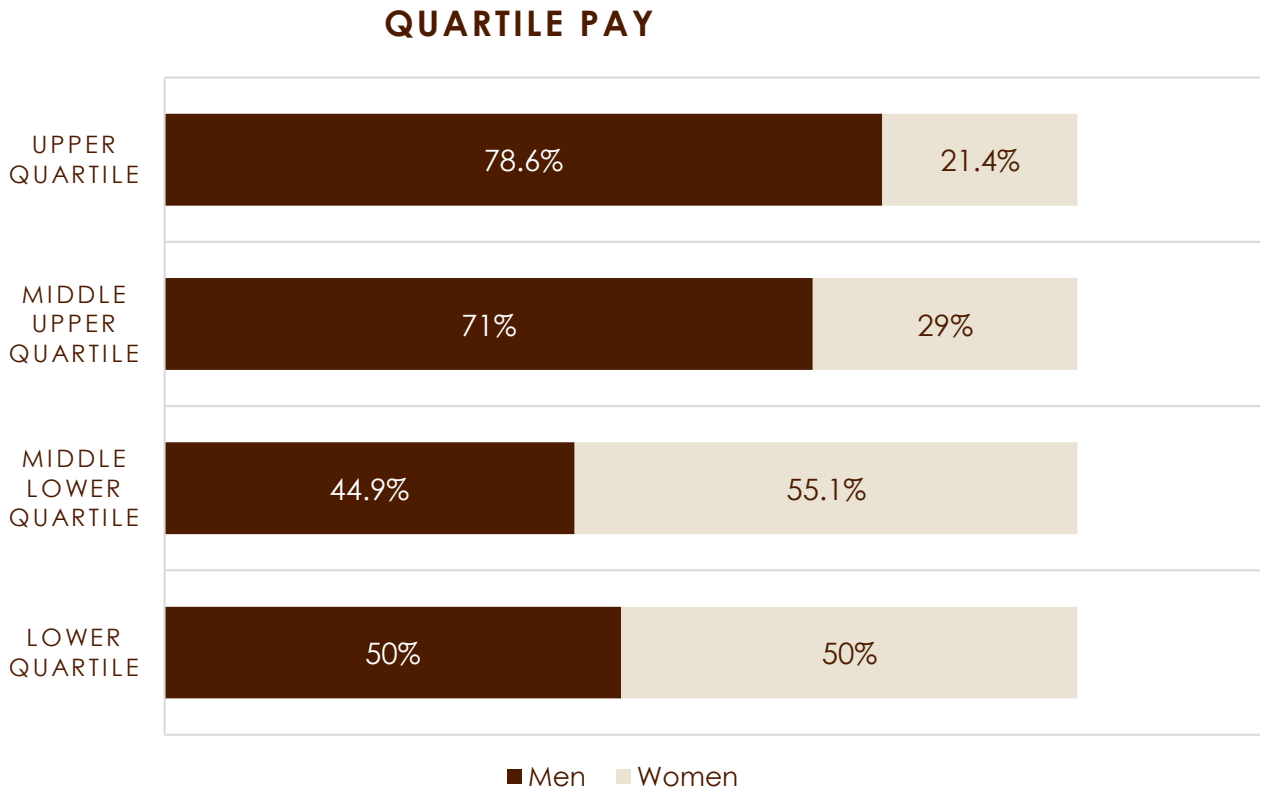
FIGURES FOR 2025/2026

Pay and bonus gaps

	Gender pay/ bonus gap % 2025
Mean Hourly	14.5%
Median Hourly	9.9%
Mean Bonus	29.7%
Median Bonus	27.2%

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.



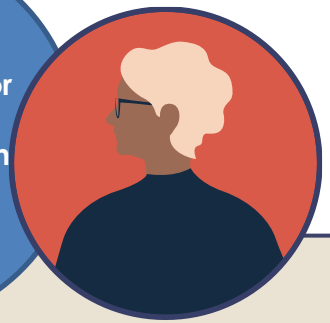
The pay quartiles represent the way in which the salaries of male & females sit within the pay hierarchy

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KEY FACTORS INFLUENCING OUR GENDER PAY GAP

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



With a stable workforce and low turnover, we recognise that change will take time. Our long-term focus is on attracting a diverse range of talent into our workforce and supporting their development and progression, helping to broaden representation across our business over time.

The gap between men and Women on both median and mean pay has decreased.



The pay gap has narrowed this year, driven by an increase in women's pay. Changes in overtime availability and other internal workforce changes have also contributed to closing the gap.



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 continue to strengthen our focus on Inclusion and Respect, with growing participation in our allyship groups, which provide employees with opportunities to learn, connect and raise issues that matter to them. We have also introduced a programme focused on intergenerational working, helping us understand and respond to the needs of an evolving workforce.

A HOLISTIC COMMITMENT TO INCLUSION AND RESPECT

Inclusion & Respect 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 TALENT ACQUISITION & DEVELOPMENT

We are broadening the routes through which we attract and develop talent. These efforts have contributed to increased representation of women at supervisory level. Alongside recruitment, our people development framework supports employees to build their skills and progress their careers.

2 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.

3 INCLUSION & RESPECT COUNCIL

We continue to embed inclusion and respect into the way we work. With the support of our Inclusion and Respect Council, we are identifying practical ways to build these principles into our everyday decisions and ways of working. While we are proud of the inclusive culture we have created, we remain committed to making meaningful improvements that have a positive impact on the experience of everyone in our workplace.

4 INTERGENERATIONAL WORKING

We are proud to have built a stable and loyal workforce over generations. As we look to the future, we are taking steps to understand how we can continue to attract, develop and retain talent for generations to come. This work involves colleagues at all levels of the business, helping us identify what needs to evolve, while protecting the strengths of our culture that we want to carry forward and build on.

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 Inclusion & Respect 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.

Victor M. Pastrana Portales

Victor Pastrana
Plant Director
Ferrero Ireland Limited

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