



KEPAK

more than meat

KEPAK IRL GENDER PAY GAP REPORT 2023

GENDER PAY GAP REPORTING

This report is being published in line with legislation from the Irish government, which requires employers with 250 employees or more to outline the differences between what male employees are paid and what female employees are paid. Within the Kepak Group in Ireland, we have six different legal entities that are required to report on this basis: Kepak Athleague ULC, Kepak Cork ULC, Kepak Clonee ULC, Kepak Convenience Foods ULC, Kepak Longford ULC, and McCarren Meats ULC.

What does the Gender Pay Gap Measure?

- The Gender Pay Gap measures the gap between male and female pay across the business, regardless of role or seniority. We are required to publish the following calculations:
 - Total Pay Gap – Mean and Median
 - Bonus Pay Gap – Mean and Median
 - Proportion of Men and Women receiving Bonus Pay
 - Proportion of Men and Women receiving Benefit in Kind
 - Proportion of Men and Women in different Pay Quartiles
- The gender pay gap does not take into account the different jobs or responsibilities that individual men and women may have. This means that it is not the same as equal pay for equal work. Equal pay for equal work is a legal obligation requiring that men and women are paid equally where they are doing work that is the same, similar, or of equal value. Men and women are paid equally for equal work at Kepak Group.



Kepak Group IRL

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Kepak Group IRL Overview

- Overall Gender Split: 28% Female, 72% Male
- Board Representation: 33% Female, 67% Male
- Senior Leadership Representation: 36% Female, 64% Male
- Graduate Representation: 50% Female 50% Male

| % of Employee's paid a Bonus | |
|------------------------------|---------|
| | % Rec'd |
| M | 53% |
| F | 43% |

| % of Employee's with Benefit-In-Kind | |
|--------------------------------------|---------|
| | % Rec'd |
| M | 5% |
| F | 1% |

| | Full-Time | | | | |
|----|----------------|--------------|--------------|----------------|-------|
| | Upper Quartile | Upper Middle | Lower Middle | Lower Quartile | Total |
| FT | Q1 | Q2 | Q3 | Q4 | |
| M | 74% | 81% | 65% | 68% | 72% |
| F | 26% | 19% | 35% | 32% | 28% |

| Mean Hourly Remuneration | |
|----------------------------|--------|
| Full- Time | |
| Total Pay | 5.72% |
| Median Hourly Remuneration | |
| Full- Time | |
| Total Pay | 6.52% |
| Mean Bonus Remuneration | |
| All Employees | |
| Total Pay | 44.50% |
| Median Bonus Remuneration | |
| All Employees | |
| Total Pay | 38.60% |



DIVERSITY, EQUITY & INCLUSION

In accordance with our People Strategy, our Diversity, Equity, and Inclusion (DEI) strategy is intricately woven into the fabric of our approach to recruiting, engaging, and developing our workforce. Our DEI strategy is specifically concentrated on four impact areas:

Gender, LGBTQIA+, Race & Culture, and Ability

By implementing targeted awareness and education programs, we aim to create an environment where every individual feels valued, respected, and empowered. These initiatives form a crucial part of our broader strategy to drive positive change and promote a culture of diversity and inclusion within our organisation.

SUSTAINABILITY OVERVIEW

AGRICULTURE AT OUR CORE

RESOURCE EFFICIENCY

RESPONSIBLE SOURCING

HEALTH & NUTRITION

PEOPLE & COMMUNITIES

FUTURE COMMITMENTS

A better tomorrow.

Inclusion initiatives launched:

- Celebration events (International Women’s Day, World Culture Day , Pride and Wellbeing)
- Mentoring programmes
- Gender expression & transition policy
- Menopause policy
- Career break policy
- Return to work policy
- Culture conscious canteen





KEPAK ATHLEAGUE ULC

KEPAK ATHLEAGUE ULC

| % of Employee's paid a Bonus | |
|--------------------------------------|-----|
| % Rec'd | |
| M | 23% |
| F | 28% |
| % of Employee's with Benefit-In-Kind | |
| % Rec'd | |
| M | 7% |
| F | 0% |

| Full-Time | | | | | |
|-----------|----------------|--------------|--------------|----------------|-------|
| | Upper Quartile | Upper Middle | Lower Middle | Lower Quartile | Total |
| FT | Q1 | Q2 | Q3 | Q4 | |
| M | 84% | 90% | 83% | 65% | 81% |
| F | 16% | 10% | 17% | 35% | 19% |

Mean Hourly Remuneration

| Full- Time | |
|------------|-------|
| Total Pay | 7.18% |

Median Hourly Remuneration

| Full- Time | |
|------------|--------|
| Total Pay | 10.12% |

Mean Bonus Remuneration

| All Employees | |
|---------------|--------|
| Total Pay | 55.88% |

Median Bonus Remuneration

| All Employees | |
|---------------|--------|
| Total Pay | 51.26% |



Kepak Clonee ULC

KEPAK CLONEE ULC

| % of Employee's paid a Bonus | |
|--------------------------------------|---------|
| | % Rec'd |
| M | 47% |
| F | 28% |
| % of Employee's with Benefit-In-Kind | |
| | % Rec'd |
| M | 6% |
| F | 2% |

| Full-Time | | | | | |
|-----------|----------------|--------------|--------------|----------------|-------|
| | Upper Quartile | Upper Middle | Lower Middle | Lower Quartile | Total |
| FT | Q1 | Q2 | Q3 | Q4 | |
| M | 69% | 77% | 59% | 56% | 65% |
| F | 31% | 23% | 41% | 44% | 35% |

| Mean Hourly Remuneration | |
|--------------------------|------------|
| | Full- Time |
| Total Pay | 18.77% |

| Median Hourly Remuneration | |
|----------------------------|------------|
| | Full- Time |
| Total Pay | 10.30% |

| Mean Bonus Remuneration | |
|-------------------------|---------------|
| | All Employees |
| Total Pay | 60.50% |

| Median Bonus Remuneration | |
|---------------------------|---------------|
| | All Employees |
| Total Pay | 18.18% |



KEPAK CORK ULC

KEPAK CORK ULC

| % of Employee's paid a Bonus | |
|--------------------------------------|---------|
| | % Rec'd |
| M | 47% |
| F | 16% |
| % of Employee's with Benefit-In-Kind | |
| | % Rec'd |
| M | 1% |
| F | 1% |

| Full-Time | | | | | |
|-----------|----------------|--------------|--------------|----------------|-------|
| | Upper Quartile | Upper Middle | Lower Middle | Lower Quartile | Total |
| FT | Q1 | Q2 | Q3 | Q4 | |
| M | 80% | 86% | 66% | 57% | 72% |
| F | 20% | 14% | 34% | 43% | 28% |

Mean Hourly Remuneration

| Full- Time | |
|------------|-------|
| Total Pay | 8.33% |

Median Hourly Remuneration

| Full- Time | |
|------------|-------|
| Total Pay | 8.92% |

Mean Bonus Remuneration

| All Employees | |
|---------------|--------|
| Total Pay | 40.32% |

Median Bonus Remuneration

| All Employees | |
|---------------|--------|
| Total Pay | 49.80% |



KEPAK CONVENIENCE FOODS ULC

KEPAK CONVENIENCE FOODS ULC

| % of Employee's paid a Bonus | |
|------------------------------|---------|
| | % Rec'd |
| M | 44% |
| F | 68% |

| % of Employee's with Benefit-In-Kind | |
|--------------------------------------|---------|
| | % Rec'd |
| M | 22% |
| F | 9% |

| | Full-Time | | | | |
|----|----------------|--------------|--------------|----------------|-------|
| | Upper Quartile | Upper Middle | Lower Middle | Lower Quartile | Total |
| FT | Q1 | Q2 | Q3 | Q4 | |
| M | 64% | 50% | 25% | 90% | 57% |
| F | 36% | 50% | 75% | 10% | 43% |

Mean Hourly Remuneration

| Full- Time | |
|------------|--------|
| Total Pay | -0.11% |

Median Hourly Remuneration

| Full- Time | |
|------------|-------|
| Total Pay | 1.60% |

Mean Bonus Remuneration

| All Employees | |
|---------------|--------|
| Total Pay | 32.32% |

Median Bonus Remuneration

| All Employees | |
|---------------|--------|
| Total Pay | 42.82% |



KEPAK LONGFORD ULC

KEPAK LONGFORD ULC

| % of Employee's paid a Bonus | |
|--------------------------------------|---------|
| | % Rec'd |
| M | 74% |
| F | 70% |
| % of Employee's with Benefit-In-Kind | |
| | % Rec'd |
| M | 4% |
| F | 1% |

| Full-Time | | | | | |
|-----------|----------------|--------------|--------------|----------------|-------|
| | Upper Quartile | Upper Middle | Lower Middle | Lower Quartile | Total |
| FT | Q1 | Q2 | Q3 | Q4 | |
| M | 84% | 97% | 72% | 69% | 81% |
| F | 16% | 3% | 28% | 31% | 19% |

Mean Hourly Remuneration

| Full- Time | |
|------------|-------|
| Total Pay | 4.13% |

Median Hourly Remuneration

| Full- Time | |
|------------|-------|
| Total Pay | 9.89% |

Mean Bonus Remuneration

| All Employees | |
|---------------|--------|
| Total Pay | 38.03% |

Median Bonus Remuneration

| All Employees | |
|---------------|--------|
| Total Pay | 42.88% |



MCCARREN MEATS UNLIMITED COMPANY

McCarren Meats ULC

| % of Employee's paid a Bonus | |
|------------------------------|---------|
| | % Rec'd |
| M | 94% |
| F | 85% |

| % of Employee's with Benefit-In-Kind | |
|--------------------------------------|---------|
| | % Rec'd |
| M | 0% |
| F | 0% |

| Full-Time | | | | | |
|-----------|----------------|--------------|--------------|----------------|-------|
| | Upper Quartile | Upper Middle | Lower Middle | Lower Quartile | Total |
| FT | Q1 | Q2 | Q3 | Q4 | |
| M | 76% | 74% | 63% | 69% | 70% |
| F | 24% | 26% | 37% | 31% | 30% |

Mean Hourly Remuneration

| Full- Time | |
|------------|-------|
| Total Pay | 4.46% |

Median Hourly Remuneration

| Full- Time | |
|------------|-------|
| Total Pay | 3.25% |

Mean Bonus Remuneration

| All Employees | |
|---------------|--------|
| Total Pay | 38.80% |

Median Bonus Remuneration

| All Employees | |
|---------------|--------|
| Total Pay | 46.51% |