



KEPAK

more than meat

KEPAK IRL GENDER PAY GAP REPORT 2022

GENDER PAY GAP REPORTING

This report is being published in line with new 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?

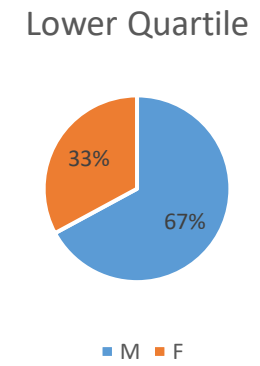
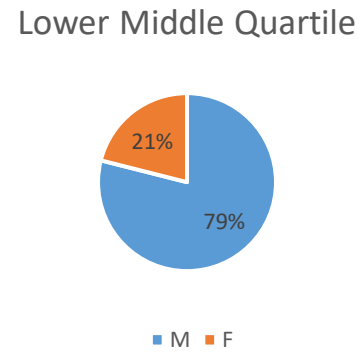
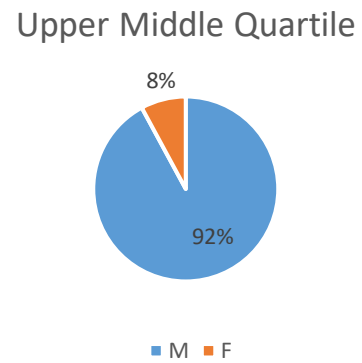
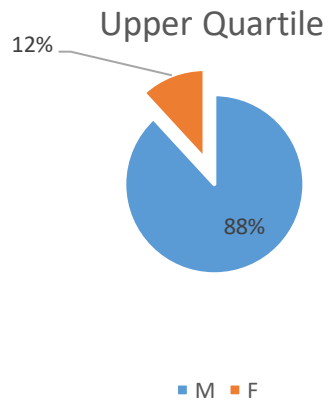
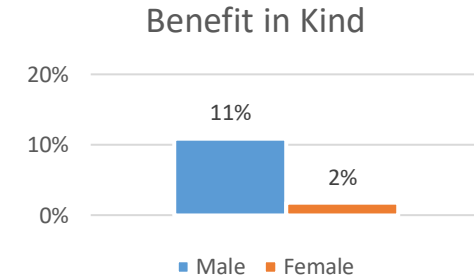
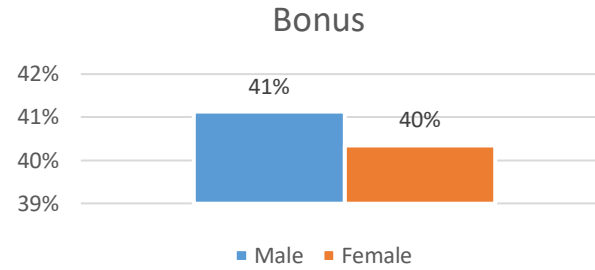
- The Gender Pay Gap measures the gap between male and female pay across the business, regardless of role or seniority. We are required to publish the following calculations:
 - Total Pay Gap – Mean and Median
 - Bonus Pay Gap – Mean and Median
 - Proportion of Men and Women receiving Bonus Pay
 - Proportion 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 ATHLEAGUE ULC

KEPAK ATHLEAGUE ULC

Gender Pay	Mean	Median
Full Time	9.18%	8.79%
Part Time	0%	0%
Temporary	0%	0%
Bonus	Mean	Median
All Employees	29.08%	-170.39%



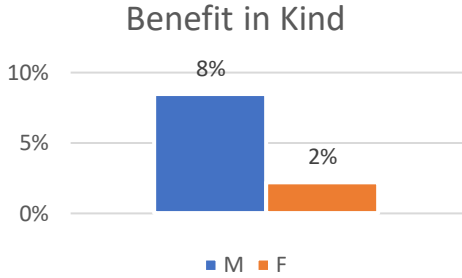
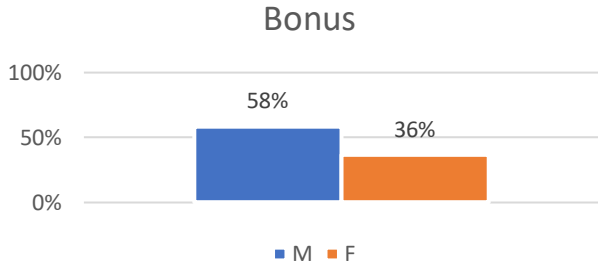


Kepak Clonee ULC

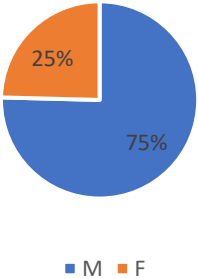
KEPAK CLONEE ULC

Gender Pay	Mean	Median
Full Time	26.11%	17.76%
Part Time	34%	64%
Temporary	0%	0%

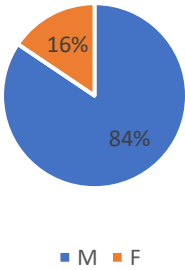
Bonus	Mean	Median
All Employees	67.06%	-10.25%



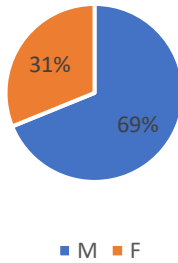
Upper Quartile



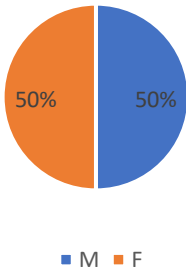
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

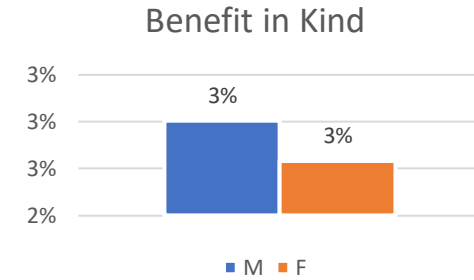
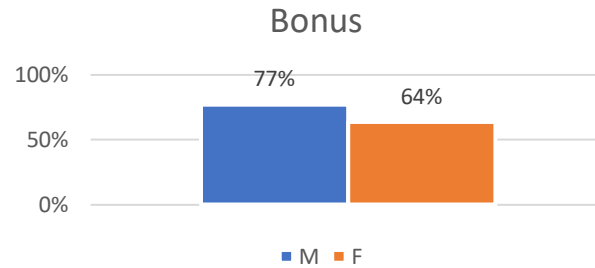




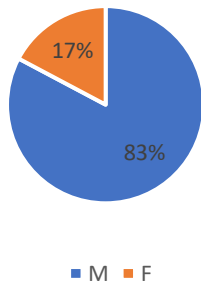
KEPAK CORK ULC

KEPAK CORK ULC

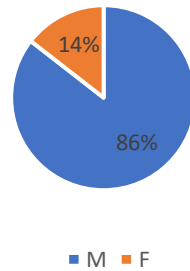
Gender Pay	Mean	Median
Full Time	6.84%	8.27%
Part Time	100%	100%
Temporary	0%	0%
Bonus	Mean	Median
All Employees	57.87%	71.84%



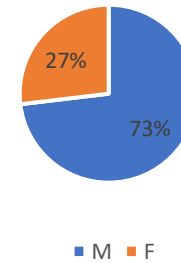
Upper Quartile



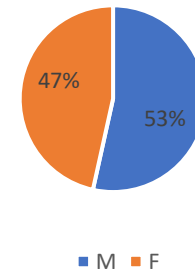
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

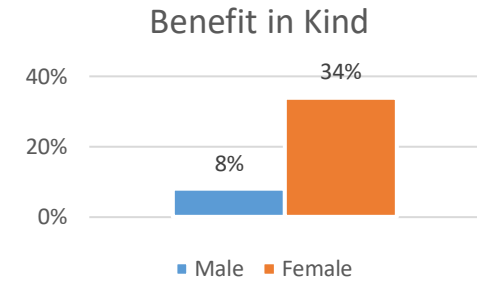
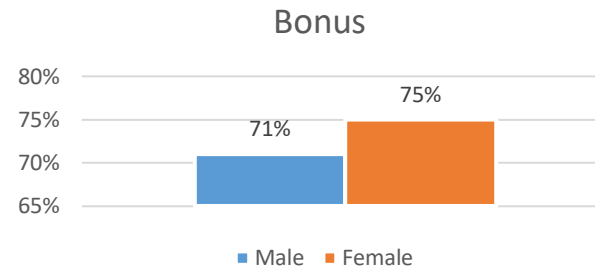




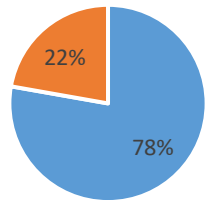
KEPAK CONVENIENCE FOODS ULC

KEPAK CONVENIENCE FOODS ULC

Gender Pay	Mean	Median
Full Time	14.76%	10.76%
Part Time	0%	0%
Temporary	0%	0%
Bonus	Mean	Median
All Employees	47.39%	63.13%

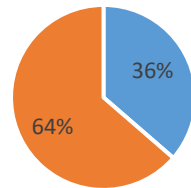


Upper Quartile



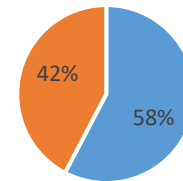
Male Female

Upper Middle Quartile



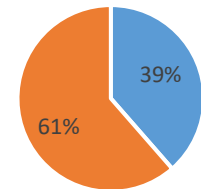
Male Female

Lower Middle Quartile



Male Female

Lower Quartile



Male Female

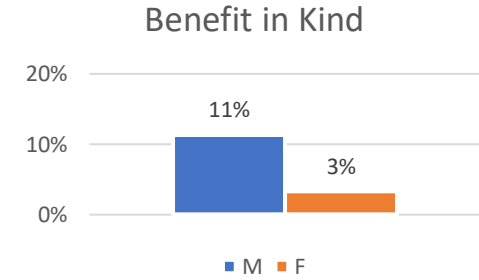
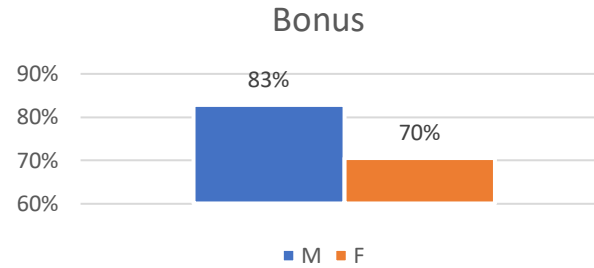


KEPAK LONGFORD ULC

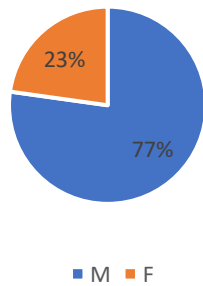
KEPAK LONGFORD ULC

Gender Pay	Mean	Median
Full Time	4.04%	12.29%
Part Time	100%	100%
Temporary	0%	0%

Bonus	Mean	Median
All Employees	41.82%	38.34%



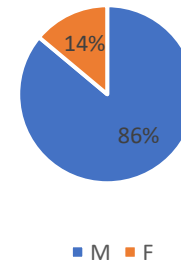
Upper Quartile



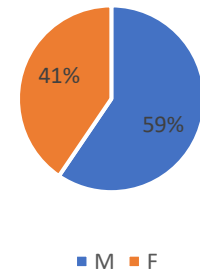
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



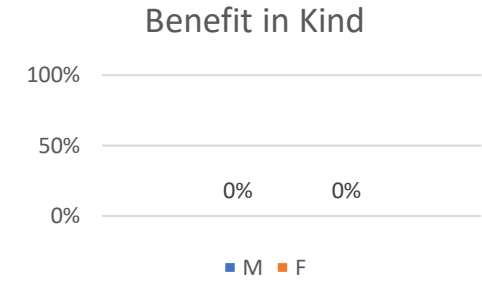
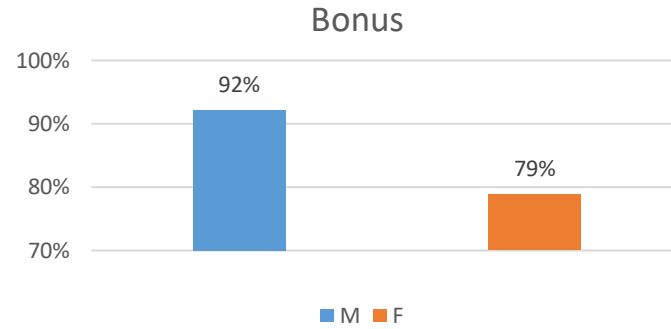


MCCARREN MEATS UNLIMITED COMPANY

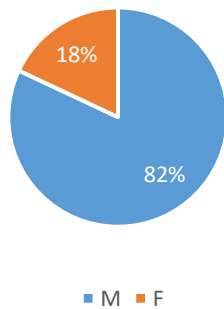
McCarren Meats ULC

Gender Pay	Mean	Median
Full Time	8.45%	11.37%
Part Time	0%	0%
Temporary	0%	0%

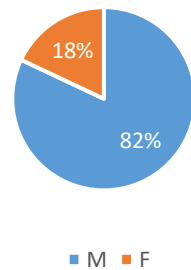
Bonus	Mean	Median
All Employees	37.80%	51.70%



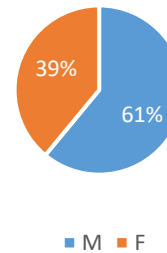
Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

