



Danone Ireland

Gender Pay Gap Report

2022

Danone in Ireland

Danone is a leading health-focused food and beverage company dedicated to bringing health through food to as many people as possible.

With factories in Macroom, Co. Cork and Rocklands, Wexford, Danone employs more than 740 people in Ireland. Danone's portfolio of market-leading food and drink products supports the health of millions of consumers and patients worldwide throughout all stages of their lives, and includes leading brands such as Actimel, Activia, Alpro, evian and Volvic. Danone is also a leading provider of specialised and early-life nutrition products and services through its Nutricia, Aptamil and Cow&Gate brands. In the UK and Ireland, millions of people are eating or drinking one of Danone's products every day.

Danone aims to inspire healthier and more sustainable eating and drinking practices, in line with its 'One Planet. One Health' vision which reflects a strong belief that the health of people and that of the planet are interconnected. Danone commits to operating in an efficient, responsible and inclusive manner; it holds itself to the highest standards in doing business, as reflected by its ambition to become one of the first multinationals certified as B Corp and its 2030 Goals aligned to the Sustainable Development Goals (SDGs).

www.danone.ie

Ireland facts and figures

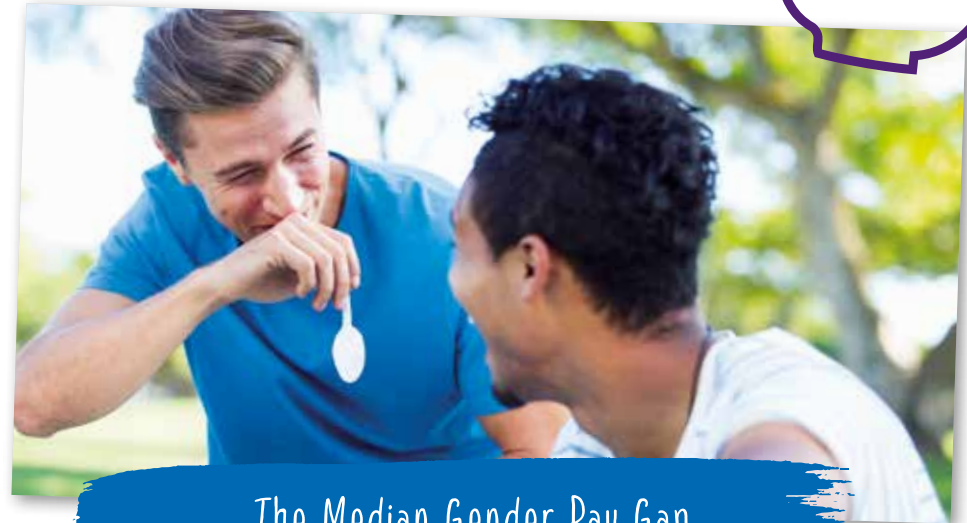


What we are reporting on

At Danone Ireland, we take our commitment to equal pay very seriously. Our transparent pay policy rewards people predominantly on sustainable performance and the ability to grow, ensuring we pay in a fair and impartial manner across the business. Gender distribution and pay levels across all grades are key considerations in our pay strategy.

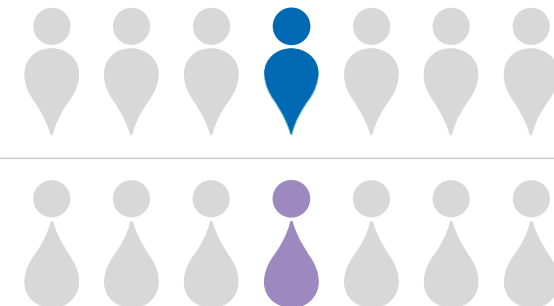
Having determined the individual's hourly rate based on a range of pay elements and hours worked we are publishing the following statistics:

- **Employee Quartiles** – which means ranking employees from the lowest to the highest so that the total workforce is split into four equal groups.
- **Proportion of male and female employees in receipt of bonus**
- **Mean Bonus Pay Gap** – which is the difference between the bonus earnings for women compared to men in the business.
- **Median Bonus Pay Gap** – which is the difference of bonus earnings between women and men at the mid-point of each gender group in the business.



The Median Gender Pay Gap

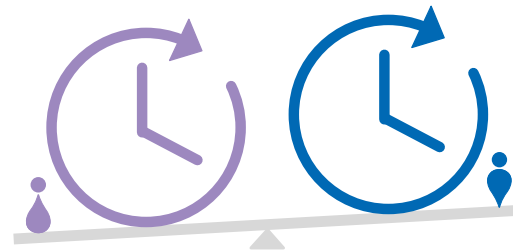
All employees, Part time Employees, Temporary Employees – which is the difference between the hourly rate of pay and bonus earnings between women and men at the mid-point of each gender group in the business.



Key ● Male ● Female

The Mean Gender Pay Gap

All employees, Part time Employees, Temporary Employees – which is the difference between the average hourly rate of pay for women compared to men in the business.



Our Results

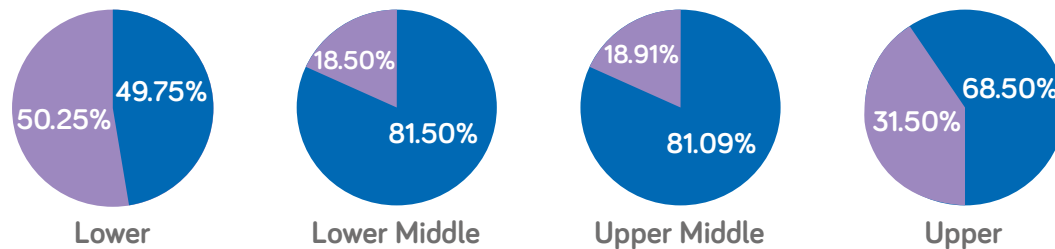
Employee Quartiles

The Gender Pay Gap Information Act 2021 requires that having ranked employees from the lowest to the highest hourly rate the total workforce is split into four equal groups.

At Danone Ireland, this quartile distribution is as follows. It shows that all quartiles, except the lower quartile, are predominantly male. This could be attributed to a number of factors such as, for example, the fact that manufacturing roles tend to attract more men than women, and this is evident in our factories, where men make up the majority of the workforce.

Quartile Distribution

We are required to report on the distribution of **men** and **women** across our business when the population is split into four equal pay quartiles.



Key ● Male ● Female



The Gender Pay Gap

The Act requires that the overall gender pay gap based on all employees from the lowest to the highest hourly rate is published using the average mean difference and the median difference (definitions on page 3).

In addition, the same pay gaps need to be calculated for part-time employees and temporary contract employees.



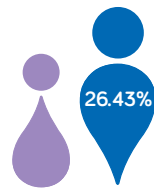
Mean Gender Pay Gap

Key ● Male ● Female



All employees

The **mean** gender pay gap difference is **2.01%** higher for men than it is for women



Part time Employees

The **mean** gender pay gap difference is **26.43%** higher for men than it is for women



Temporary Contract Employees

The **mean** gender pay gap difference is **31.42%** higher for men than it is for women

Median Gender Pay Gap



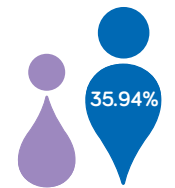
All employees

The **median** gender pay gap difference is **6.66%** higher for men than it is for women



Part time Employees

The **median** gender pay gap difference is **16.32%** lower for men than it is for women



Temporary Contract Employees

The **median** gender pay gap difference is **35.94%** higher for men than it is for women

The Bonus Gender Pay Gap

The publication of the proportion of male and female employees who received some form of bonus in the previous 12 months is also required.

This includes payments that relate to profit-sharing, productivity, performance, incentives, vouchers and commission.

| | All employees | Bonus recipients | % of workforce |
|---------|---------------|------------------|----------------|
| Males | 563 | 521 | 92.54% |
| Females | 239 | 162 | 67.78% |

Difference Male to Female

Mean payment = -1,848.86

Median payment = -793.38

Next Steps

Danone's commitment to equity and fairness is engrained in our career, salary, and talent processes.

The gender pay gap is part of a much broader issue of inclusive diversity and we are proud of our work in these areas to ensure fairness and equity. We work hard to deliver a culture and practices that support Danoners to grow and realise their potential, including a commitment to flexible working, personal development and leadership training, and consistent improvements in our recruitment processes.

Our ambition is to have a truly gender-diverse representation of employees at every level. While we have made significant progress, including the roll out of our parental policy, flexible working and career supports, we continue to evolve and improve to deliver on this ambition.



Declaration

We confirm the information and data reported are accurate as of the snapshot date 30 June 2022.



Nora Iskandar
VP HR, UKIRL



James Mayer
General Manager, UKIRL

