

GENDER PAY GAP REPORT IRELAND

— 2023 —



DANONE
ONE PLANET. ONE HEALTH

DANONE UK
& IRELAND



DANONE – LEADERS IN SUSTAINABLE VALUES

Danone is a leading health-focused food and beverage company dedicated to delivering better health through better nutrition in a sustainable way 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 eat or drink 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 the planet are interconnected.

This is our second consecutive year publishing our Ireland Gender Pay and Bonus Gap report. At Danone Ireland, we take our commitment to equal pay very seriously and are proud of our transparent pay policy and approach to recognising and rewarding our people. We are a people-powered company, where everyone, at every level, has a voice and share in Danone's future.

As a leading B Corp in Ireland, and the first top 10 branded food and healthcare manufacturer in the UK & Ireland to certify, we are committed to giving our people and the planet the same priority as shareholder value. Our commitment to using business as a force for good is integral to Danone's global ambition to obtain global B Corp certification by 2025 and evident through our daily interactions with our people, customers, communities and the environment.

www.danone.ie



THE GENDER PAY GAP

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

MEASURING THE GAP - WHAT IT MEANS



The mean gender pay gap is the difference between the average hourly rate of pay for women compared to men in an organisation.

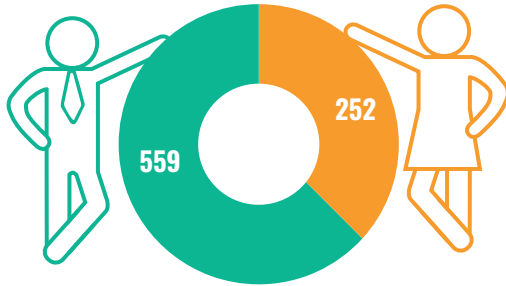


The median pay gap is the difference between the hourly rate of pay and bonus earnings between women and men at the mid-point of each gender group in the business.

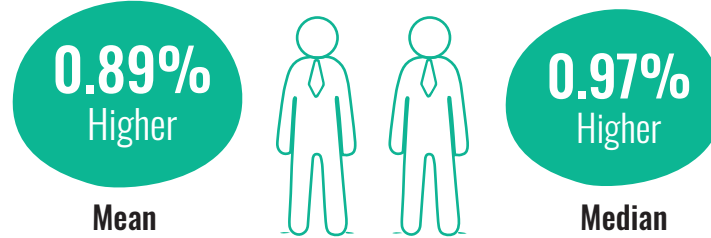


DANONE IRELAND RESULTS

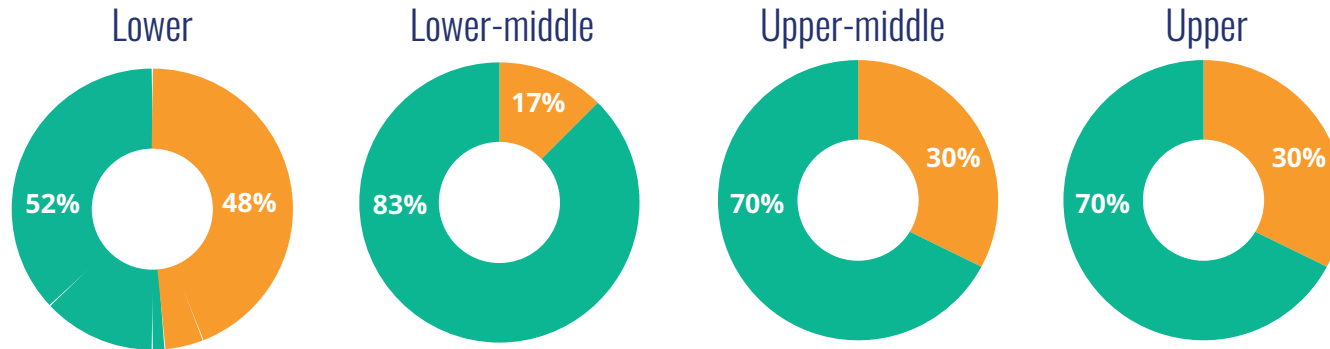
Danone IRL Population 2023



Danone IRL Gender Pay Gap 2023



Population by Pay Quartile 2023



Bonus Pay 2023



Proportion of Men and Women Receiving a Bonus



WHAT WE'VE BEEN WORKING ON

As the cost-of-living crisis continues to form the backdrop to our employment environment, we have focused our efforts on moving people through their relevant pay scales in line with our pay for performance cycle. We benchmark our pay scales and benefit offering annually against both industry and total market data to ensure that we remain true to our ambition to be an employer of choice.

In 2023 we ran Reward workshops, webinars and provided articles to ensure our people fully understand and are therefore able to maximise the benefits we offer. This included information sessions on topics such as pension and medical insurance.

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.



— DECLARATION —

We confirm the information and data reported are accurate as of the snapshot date 30 June 2023.



Nora Iskandar, VP HR, UKIRL



James Mayer, General Manager, UKIRL

