



## Danone Ireland – Reporting our Gender Pay Gap - December 2022

### Introduction

The Gender Pay Gap Information Act 2021 requires all organisations in Ireland with 250 or more employees to publish information in respect of the gender pay gap within their organisation across a range of metrics.

The Act requires that these companies measure the difference in mean and median average pay between men and women, across the organisation, regardless of their role. It does not measure equal pay specifically, which relates to what women and men are paid for the same or similar jobs or work of equal value.

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.

Regulations which set out how this detail is to be published require that companies select a 'snapshot date' in June 2022, and report within six months of that date. At Danone Ireland, we have chosen the 'snapshot date' of 30<sup>th</sup> June 2022, and as such the information in this report reflects that date. The total number of relevant ordinary pay employees for this period is 802, across our Dublin Head Office, and supply points in Macroom and Wexford.

The Regulations also define what is 'ordinary pay' and include a range of pay elements including shift payments, overtime and other allowances in addition to an individual's basic pay.

Having determined the individual's hourly rate based on a range of pay elements and hours worked the following statistics must be published:

- **Employee Quartiles** – which means ranking employees from the lowest to the highest so that the total workforce is split into four equal groups.
- **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.
- **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.
- **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.

## Our Results

### Employee Quartiles

The Regulations require that having ranked employees from the lowest to the highest hourly rate that 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 Supply Points where men make up majority of the workforce.

| Table 1 - Quartile Distribution |                |                       |                       |              |             |
|---------------------------------|----------------|-----------------------|-----------------------|--------------|-------------|
|                                 | Lower Quartile | Lower Middle Quartile | Upper Middle Quartile | Top Quartile | Grand Total |
| Female                          | 50.25%         | 18.50%                | 18.91%                | 31.50%       | 29.80%      |
| Male                            | 49.75%         | 81.50%                | 81.09%                | 68.50%       | 70.20%      |

### The Gender Pay Gap

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

| Table 2 - Mean Gender Pay Gap |      |        |                                    |
|-------------------------------|------|--------|------------------------------------|
| Group                         | Male | Female | Mean Gender Pay Gap Difference - % |
| All Employees                 | 563  | 239    | 2.01%                              |
| Part time Employees           | 6    | 23     | 26.43%                             |
| Temporary Contract Employees  | 44   | 16     | 31.42%                             |

| Table 3 - Median Gender Pay Gap |      |        |                                      |
|---------------------------------|------|--------|--------------------------------------|
| Group                           | Male | Female | Median Gender Pay Gap Difference - % |
| All Employees                   | 563  | 239    | 6.66%                                |
| Part time Employees             | 6    | 23     | -16.32%                              |
| Temporary Contract Employees    | 44   | 16     | 35.94%                               |

### The Bonus Gender Pay Gap

The Regulations require the publication of the proportion of male and female employees of who received some form of bonus in the previous 12 months including payments that relate to profit sharing, productivity, performance, incentives, vouchers, and commission.

| Table 4 - Bonus |               |                  |                |
|-----------------|---------------|------------------|----------------|
|                 | All Employees | Bonus Recipients | % Of Workforce |
| Males           | 563           | 521              | 92.54%         |
| Female          | 239           | 162              | 67.78%         |

|                       | <b>Difference Male to Female</b> |
|-----------------------|----------------------------------|
| <b>Mean Payment</b>   | -1,848.86                        |
| <b>Median Payment</b> | -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 rollout 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<sup>th</sup> June 2022.

**Nora Iskandar**

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