



This publication is dedicated to celebrating the outstanding achievements of our colleagues across the Group, keeping you informed about the latest community and charity events, and offering a closer look at the inspiring individuals who make our company a great place to work. Dive in to stay connected and be part of our shared journey as a high performing team.

Community and charity

As a family-owned company, we have a long tradition of support for charities and giving back to the communities where we operate. All sites have an appointed Community and Charity Champion (CCC) who coordinates activities with the site leadership team.

The site CCC's are further supported by two very experienced Community & Charity leads. Paul Nolan, Group Development Manager, is the lead for Dawn Meats and Isla Roebuck, Business Public Relations Director, the lead for Dunbia.

Here's how YOU have donated to charity in 2024:

€227,120

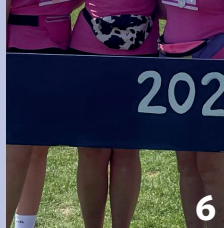
Over €220,000 fundraised through site events across the year and in-kind donations to local causes close to sites' hearts

4,193 hours

An amazing 4,193 hours completed in volunteering

This has all been donated to our local communities and charities through the work of our CCCs and C&C leads. Well done all!

Here's a snapshot of the many activities from across the Group ...



- 1 A team from Cardington participated in a dragon boat race at the Bedford River Festival, raising over £1,200 for Sue Ryder
- 2 The local health board visited Cross Hands on International Men's Day to raise awareness of men's health issues
- 3 AWARE NI provided a mental health talk to colleagues at Dungannon
- 4 Treburley Engineering team build a go-kart raising over £1000 for chemo heroes
- 5 Celebrating Hatherleigh Primary School's renovations to their outdoor classroom, funded by a £10,000 donation from West Devon
- 6 Sophie Courtice and Beth Abel from Jaspers' Finance team signed up for Race for Life raising £1645 for Cancer Research UK
- 7 Preston colleagues litter picking around the site and donating £1000 to support a local school to make improvements to their sensory garden which we helped purchase in 2023
- 8 Sawley became Patrons of local charity Nightsafe due to their continued support providing employment for their service users and also donating over £2000
- 9 Colleagues from Grannagh & Carrolls Cross sites joined 'the sea of orange' in Waterford and Dungarvan last month for the 2024 Solas Cancer Support Centre Run & Walk for Life event



Graduate Accelerator Programme

On 29th January 2025, 23 graduates began the annual Graduate Accelerator Programme, which is delivered one day per month over six months.

The Dawn Meats graduates met with members of the management team for breakfast before starting their day. The programme includes two online workshops and four in-person sessions, all conducted by industry experts, with a focus on professional and personal development.

Participants will gain valuable skills for early career success and develop necessary competencies through hands-on learning and group activities. The programme includes assessments such as reflective learning journals and quizzes for each module. The programme is run in collaboration with Waterford Chamber Skillnet and is certified by the Learning & Development Institute.

Christmas 2024

Many festivities were held across the Group to thank everyone for their hard work throughout 2024 and support our local communities during the Christmas period.



PROFILES



Name:
Naomi Aust

Position:
Technical Compliance Manager

Site:
Cardington

How long have you been at Dunbia?

2 and a half years

What does your role involve?

Preparing the FSQ data review for each month, complete and submit customer KPIs, ensuring the quality manual is up to date, back to farm & DNA traceability tasks, compliance walks within the factory, pre-start hygiene and fabrication audits,

animal welfare trending, chairing meetings and monitoring data, monitoring environmental swabbing programme, organising monthly FSQ activities onsite, monitoring and ensuring site is up to date with key customer legislation and meeting requirements to name a few things.

What did you do before Dunbia?

I studied for 4 years at Harper Adams University in Shropshire,

I gained a 2.1 in Food Technology and Product Development with a placement year at Black Mountains Smokery in Crickhowell, Wales a small gourmet smoked food company. I worked in production, packing and distribution, shop and sales and having the challenge of updating the whole site HACCP.

What's the best thing about working at Dunbia?

No two days are the same, I love working in a team and getting to be part of senior management meetings. Making a difference and challenging sites perspective of food safety and ensuring site is always audit ready at all times.

What's your biggest achievement to date?

Completing university.

Where do you see yourself in five years' time?

Trainee Technical Manager position or Site Technical Manager.

What's your favourite positive quote or motto?

Be a pineapple: stand tall, wear a crown and be sweet on the inside.

What would your advice be to other colleagues at Dunbia?

Find the joy in the little things, work life is hard and people can get you down but at the end of the day you are doing the best you can and making a difference where you least expect it.



Long Service Achievements

25 YEARS
*Long Service
at Dunbia*



In 2024, we were honoured to recognise and celebrate the incredible achievements of our employees who have reached the milestone of 25 years or more service. Thank you for being an integral part of our journey, your unwavering dedication and continued hard work has been the cornerstone of our success.

Scan the QR code or click here to watch a video with some of the celebrations

Butchery Academy



Congratulations to the following butchers who have recently completed the Butchery Academy, mastering essential butchery skills, including knife techniques, meat preparation and understanding animal anatomy.

Vladyslav Karpenko
Grade 2 achieved

Fiona Taylor
Grade 2 achieved and now continuing to finish full apprenticeship

Stuart Ross
Grade 2 achieved and now continuing to finish full apprenticeship

PROFILES



Name:
Denise Slevin

Position:
Group Strategic
Procurement Manager

Site:
Grannagh

What are your responsibilities?

My current role is to lead and upskill a team of strategic buyers for Dawn Meats & Dunbia to support cross-functional teams with their projects & objectives. We are focusing on the calculated risk associated with each category and initiating & implementing risk mitigation strategies which thereafter require managing and monitoring with said suppliers. The team is divided into four sub teams: Retail & Packaging, High Risk Services & Maintenance, Production Critical, Ethical Trade & Tail end spend.

My day-to-day focus is to maintain constant communication with the team and guide them to achieve their targets and objectives...To

create and encourage strategies which will return a win for the business and to coach the team towards their successes.

How long have you been with the company?

14 years, can that be right?

What do you enjoy most about your job?

My team! We work hard to keep a light and fun environment under the day-to-day pressures of business and our busy calendars. Having the 'banter' and celebrating their achievements has to be a priority!

Can you share a significant achievement or project you are particularly proud of?

Strategic Procurement is widely misunderstood. When the business truly understands where we add value, this is a win. The teams we support are the experts in their fields, our role is to be experts in our field. When we materialise a win back to the cross-functioning team who we are supporting, this is our win.

How do you stay motivated and productive at work?

Stay on your toes!!! Switch between crisis management tasks, project admin, calls and meetings. Create your own diverse workload from the 'to-do' list. If you're up to your neck in the rabbit hole, get someone to pull you out!!!

Who has been your biggest mentor or influence in your professional life?

Tom Hyland – Tom assumes the role of what I need when I need it. If I need to unload or vent, if I need

to be challenged or if I simply need a new direction as I'm hitting a brick wall. He listens.

What are your hobbies or interests outside of work?

Neuroscience, systems and human behaviour. Reformer Pilates, quality time with family & friends, nature & simple pleasures. Travelling solo, peace and quiet.

What are you passionate about?

Human Behaviour. We have more in common than we do differences. Engage with others with curiosity. It's brave to invite new information to the table. Keep learning.

What are your career goals for the next few years?

I want to teach every lesson I have learned which I value. I also want to learn everything I can from those who are willing to teach me.



Young Manager of the Year Award

Congratulations to Jonathan Hendry on winning the prestigious Young Manager of the Year Award at the Meat Management Industry Awards.

Jonathan, Site Operations Manager at Carnaby, joined Dunbia on the Brighter Futures Graduate Programme and his rapid rise through the company is a testament to his hardworking nature.

Sarah Mahon, Site Operations Manager at West Devon was also a deserved finalist for the award. The company is proud to see the success of graduates following the Brighter Futures Graduate Programme and Jonathan and Sarah are both an outstanding example of the progression that can be made by graduates in the company.

Apprenticeships



Congratulations to our group of Team Leaders at Dungannon who have completed their Level 2 Certificate for Proficiency in Food Team Leading Apprenticeship.

The training was delivered by 21 Training onsite with some of the cohort aiming to complete their Level 3 Apprenticeship soon.

Apprenticeships are a fantastic way to upskill and help you progress in your role and career. There are many apprenticeships we can offer as long as there is an apprenticeship framework in place. Please get in touch with the Learning & Development team for more information.

learning@dunbia.com or learning.development@dawnmeats.com

PROFILES



Name:
Ian Mooney

Position:
HR Coordinator

Site:
Ballyhaunis

What are your responsibilities?

I focus mainly on the administrative and clerical side of things. On top of that I handle inductions, probation reviews, disciplinarys and grievances. As well as managing certain KPIs.

How long have you been with the company?

I started with the company in November 2024.

How do you stay motivated and productive at work?

I think when you like the place you work and the people within,

you find it easy to stay motivated each day. HR is a very important part of any business and with big responsibility comes a high level of focus. At the end of each day, I try and plan out my next day and highlight issues with a high level of priority. In HR you are constantly dealing with different people and personalities which brings something different to every task.

What skills or qualities do you think are essential for success in your role?

Communication and organisation would be the two main ones. Once you are able to communicate

clearly and prioritise being organised, be it in filing or even organising your daily tasks. It makes your job run very smoothly.

What inspired you to pursue your current career path?

When it came to final year and picking a field to specialise in, I chose the one that best suited my skillset. I studied general business for three years and the HR related modules such as organisational behaviour were the ones I always performed best in and the ones I found most interesting.

How do you balance your work and personal life?

Just by making a conscious effort to be as organised as possible. Driving home every evening from work I am able to unwind because I know I have planned out my main list of priorities for the next day and I have all files used from that day stored appropriately. I always make a huge effort to close out any

outstanding issues before I leave that day, if possible.

What are your career goals for the next few years?

For the time being, I just want to grow within Dawn. I always found the HRIS & L&D aspects of HR interesting. In an ideal world, I would like to gain further knowledge and experience in both those fields. For now, however, I am just focused on ensuring I'm an asset to Dawn Meats.

How do you see the industry evolving, and what are you most excited about for the future?

I think constant improvements in people analytics has made it very clear the impact HR can have on making sure organisations thrive. I also think there will be a huge demand for strategic HRM in all companies. Linking people management and development practices to long-term business goals and outcomes.



UCD Professional Management Programme Launch

January saw the launch of the 2025 Professional Management Programme in partnership with University College Dublin.

The programme is custom designed to help managers address the global challenges facing the agri-food industry such as economic and environmental sustainability in addition to developing skills in leadership, communications and professional networking. The cohort will now meet monthly for the next 8 months to cover academic modules from the company's senior leadership team and wider industry experts and will complete team project work for their end-of-programme team presentations.

Dunbia Successfully Defends Personal Injury Claim

In November 2024 Dunbia UK successfully defended a personal injury in Court.

The claimant brought the case whilst they were employed at Dunbia because of an incident where they were injured as a result. The claimant and their legal team alleged that Dunbia UK were 'negligent' and failed in their health & safety responsibilities.

The Judge found after listening to many days of witness evidence provided by both legal teams, that Dunbia UK were not negligent and responsible for the claimant's injury. The Company provided comprehensive evidence as well as colleague witnesses who attended Court during the trial. The Judge found that the claimant was in legal terms 'Fundamentally Dishonest' and this finding could lead to other legal consequences being brought against the claimant.

The outcome of the case prevented significant financial loss to the business. The Judge also awarded significant costs to Dunbia UK from the claimant's solicitors. Dunbia UK has an obligation to look after the Health & Safety of its colleagues and support them when incidents occur however, it will continue to invest and defend rigorously any claims brought against it if disputed.

PROFILES



Name:
Stephanie Goff

Position:
HR Graduate

Site:
Carrolls Cross

What are your responsibilities?

My role is very exciting with everyday bringing a new opportunity or challenge. I am responsible for things such as payroll, attendance, disciplinarys, long term absence and employee engagement. I help with all the departments on site which allows me to gain a great insight into the company.

How long have you been with the company?

I am with Dawn Meats for a year and a half now.

What do you enjoy most about your job?

I really enjoy getting to help people, especially when you can see the impact your help has made on them. It makes the difficult conversations easier!

Can you share a significant achievement or project you are particularly proud of?

After 3 months in the company, I organised a cake sale for Movember raising nearly €500. It created a great atmosphere among staff, and I believe it made an impact.

What skills or qualities do you think are essential for success in your role?

Definitely patience can come in handy! I think communication is key, there can never be too much information.

What inspired you to pursue your current career path?

I had graduated from college and was unsure what career path I wanted to pursue. As an attempt

for inspiration, I went to a careers fair when I spoke with Cillian who I now work closely with! Hearing about Dawn Meats' graduate programme made it certain that it was the career I wanted and I applied later that day.

Who has been your biggest mentor or influence in your professional life?

Definitely my graduate mentor Sylvia. She is a great listener and always has the best advice. Her experience is inspiring, making it something I want to achieve someday. She has the patience of a saint, and I don't think she has ever been in a bad mood.

Can you share a fun fact about yourself that your colleagues might not know?

I can probably outdo any of them in the leg press!

What are you passionate about?

I am passionate about making a positive impact in people's lives. I aim to be the person people can count on for support. Outside of work, I love going to the gym and

helping train our greyhounds. We have 7 in total, a mix of pups, racing and retired pets!

What are your career goals for the next few years?

I would love to progress in Dawn Meats. Seeing all the senior leaders' jobs and what they do make me want to have their job someday!

How do you see the industry evolving, and what are you most excited about for the future?

I am excited for the growing emphasis on mental health in workplaces and the role of HR in that. It is interesting seeing how some organisations try to combat this in different ways and I am excited to see what more we can do.

What advice would you give to someone starting in your field?

To volunteer for as much as possible, such as creating engagement opportunities or to help with various departments.



Junior Achievement Ireland

Junior Achievement Ireland (JAI) is a member of one of the world's largest educational non-profits, helping prepare young people for their futures by delivering hands-on, experiential learning in entrepreneurship, employability, financial literacy and the value of STEM.

Dawn Meats participated in the 2024 JAI programme, educating 4th class students from St. Senan's. The programme focuses on business, how students can become entrepreneurs and learn how to establish their own businesses. Dawn Meats is set to partner with St. Senan's again in 2025 as well as Abbey Community College and Colaiste Cois Suire for the Employability Workshop.

Colleagues from Grannagh are pictured with their certificates becoming programme volunteers.

Coming Up: C&C events

Get these dates in your diary for upcoming Group events.

May

8th

Grocery Aid Day (UK)

10th -18th

Mental Health Awareness

Biodiversity Planting

June

Cultural Diversity celebrations

PROFILES



Name:
Giacomo Lawless

Position:
Trainee Manager & Animal Welfare Coordinator

Site:
Carnaby

How long have you been at Dunbia?

I joined Dunbia as an FSQ Administrator in May 2022 and soon after began the graduate programme.

What does your role involve?

My role is incredibly varied. Throughout the graduate programme, I gained experience in FSQ, Animal Welfare, Operations, Livestock & Procurement and Commercial Export

What did you do before Dunbia?

Before joining Dunbia, I worked in both farming and finance.

What's the best thing about working at Dunbia?

The best part of working at Dunbia is the people. You meet individuals from all walks of life, and there are endless opportunities to learn, grow, and progress. The guidance from experienced mentors is

invaluable, and you also have great support from multiple networks such as L&D, HR and graduate events.

What's your biggest achievement to date?

One of my proudest achievements has been receiving recognition from the group for my contribution to improving animal welfare on-site. A close second would be successfully leading a customer audit on my own.

Where do you see yourself in five years?

I see myself on the path to a senior management position, recognised for my expertise and contributions in my field.

What's your favourite positive quote or motto?

"Fortune favours the bold"

What advice would you give to colleagues at Dunbia?

Take every opportunity to learn and grow. Ask questions, seek guidance from experienced colleagues, and don't be afraid to step outside your comfort zone. Hard work and dedication never go unnoticed, and if you're willing to put in the effort, the opportunities for progression are endless.