



Summer Shows 2025

Over the summer, Dawn Meats and Dunbia proudly showcased our products and career opportunities at several shows. The events featured outstanding livestock and stockmanship and gave our teams a great chance to connect with suppliers, colleagues, and friends across the industry.



- 1 Balmoral Show**
Dunbia Dungannon proudly sponsored the Hereford Classes and partnered with the Young Farmers' Clubs of Ulster at our stand.
- 2 Royal Highland Show**
Dunbia Highland Meats were delighted to sponsor the Commercial Cattle Class for the second year running.
- 3 Tullamore Show**
Our Agriculture Procurement team engaged with visitors at our stand, where we sponsored the Factory Heifer Championship Class. Paul Nolan, Group Development Manager, hosted discussions at the Sustainable Livestock Village.
- 4 Okehampton Show**
The West Country Procurement and HR teams attended, using the event to boost brand visibility and strengthen ties with the local farming community.
- 5 CarFest**
Dunbia provided meat for chef demonstrations throughout the weekend and showcased job opportunities at our dedicated stand, engaging with a broad family audience.
- 6 Iverk Show**
Our Dawn Meats Grannagh procurement team were delighted to attend the Iverk (Piltown) Show; Stephanie, HR, chatted through our broad range of career opportunities with guests. Also, we sponsored multiple livestock classes in the afternoon e.g. Pedigree & Non-Pedigree and Commercial Beef Heifers.





Charity & Community



Highland Meats

Volunteers from Highland Meats carried out a Beach Clean litter pick at Stevenston beach, joined by a representative from Friends of Stevenston, a local conservation group dedicated to protecting and preserving the coastline and nature reserves in the area. The clean-up was a valuable opportunity not only to improve the local environment but also to strengthen community relationships. By working together, they helped remove litter from the shoreline, supporting a cleaner, safer space for both people and wildlife.



Sawley

On 8th June 2025, a group of our employees participated in a Mountain Bike Challenge, raising over £400 for Pendleside Hospice as Part of our Corporate Challenge.



At Dunbia & Dawn Meats, we take pride in contributing to the communities where we operate and remain committed to making a positive environmental impact through initiatives like this.



Grannagh

In May 2025, Dawn Grannagh & Group proudly supported DIY SOS: The Big Build Ireland, helping construct an accessible home for a family in Mooncoin. They provided hot dinners for around 130 volunteers each day over the five-day build. The episode will air on RTÉ in October 2025 — don't miss it!

Team members from Dawn Grannagh, Carrolls Cross and Kildare participated in the Waterford Viking Marathon raising money for the RNLI.



Kilbeggan

Martina raised a total of €3700 for the Alzheimer's Society. Martina held a BBQ on site raising a lovely €1250 & completed a 154km walk in the West Highland.

Jaspers

Dunbia Jaspers was proud to donate 20 iPads to South Petherwin Primary School, a local school which our team and suppliers have direct links to. The iPads will serve as meaningful tools to aid the learning and development of the pupils.



Learning & Development



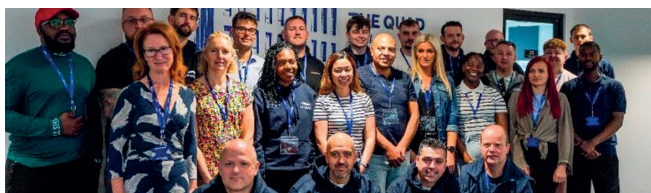
Tasty Careers Training Success

We are proud to announce that 15 colleagues have successfully completed the Tasty Careers training programme. This initiative equips participants with the skills and confidence to inspire students in schools and colleges, showcasing the diverse opportunities available within our industry. Our sincere thanks go to Maria Calen and the National Skills Academy for Food & Drink for their invaluable support.



Emerging Leaders Programme Concludes in London

The Emerging Leaders programme wrapped up in London amidst exceptionally warm weather. It was inspiring to witness the high level of engagement and thoughtful reflection from all participants. We extend our gratitude to Clare Mitchell, Stuart Trevena, and the team at Ivy House London for their dedication and expertise.



Supervisory Training at Harper Adams University

Colleagues from various locations attended Supervisory Training at the impressive new Harper Adams University campus. The feedback was overwhelmingly positive, with attendees returning to their roles equipped with enhanced leadership capabilities. A special thank you to Liz Morris FCIPD, BGS for facilitating another impactful event.



UCD Cohort Mid-Year Gathering

Our University College Dublin cohort convened at Harper Adams University for a series of insightful discussions, marking the halfway point of their journey as we begin laying the foundations for UCD 2026. Thank you to our outstanding speakers: Ryan Davies, Sally Hill, Brian Hyland, and Martin Anderson.

Next Generation

Additionally, we've launched our Next Generation scheme — an exciting opportunity to attract fresh talent into the industry. The scheme includes a referral bonus, where both the referrer and the learner can earn up to £3,000 each. Throughout the programme, learners will receive the development and support they need to settle confidently into their new role. Once the course is complete, we'll explore the next steps and future opportunities for each colleague.

Know someone who'd be a great fit? Refer a friend or family member today and help them kick-start a rewarding career — while you both benefit!

PROFILES



Name:
Mitchell Tristram

Position:
GROUP HR - Recruitment & System Advisor

Site:
Cross Hands

How long have you been at Dunbia?

2.5 years

What does your role involve?

I support the Group HR function by contributing to a range of strategic and operational HR projects across the business. A key part of my role involves managing the International Program under the guidance of the

Group HR Project Manager, which encompasses all aspects of UKVI worker processes—from recruitment and compliance audits to reporting requirements with the UK Home Office.

Additionally, I support on strategic recruitment initiatives across the group. This includes analysing job advertisement performance, overseeing the maintenance and

optimisation of the Applicant Tracking System (ATS), supporting recruitment campaigns, and providing solutions to complex hiring challenges.

What did you do before joining Dunbia?

Before joining Dunbia I was a manager at McDonald's. I started there at 16 and continued to work there alongside college and University, becoming a manager at 19 years old.

What's your biggest achievement to date?

Academically it would have to be graduating University with a degree in Business Management. But outside of education I would say it

is completing the biggest bungee jump in the UK or throwing myself out of a plane.

Where do you see yourself in five years?

Continuing my professional development in HR and hopefully at a Managerial role.

What is your favourite positive quote or motto?

Work hard, nap harder.

What advice would you give to colleagues at Dunbia?

Don't be afraid to speak up or make suggestions, there's a good support network and strong resource to make a lot happen in this business.



Rosetta Stone

In August, we introduced a new app for colleagues in partnership with Rosetta Stone, offering everyone the opportunity to learn or enhance their language skills. This initiative presents a valuable opportunity for colleagues to build confidence in developing their English proficiency or for colleagues to explore learning a new language for the first time.



Discover the World of Language Learning

How to Get Started

- ✓ Look out for a welcome email from Rosetta Stone!
- ✓ To get the full use out of this amazing app please ensure your email address is up to date with your site HR team.
- ✓ If you missed the welcome email, please contact learning@dunbia.com for more information

FREE TO JOIN!



25 Languages Available

- Spanish (Spain)
- German
- French
- Italian
- Dutch
- Arabic
- Korean
- Swedish
- Spanish (Latin America)
- Japanese
- Hebrew
- Chinese
- Greek
- Farsi
- Turkish
- Russian
- Vietnamese
- Hindi
- Portuguese (Brazil)
- Tagalog (Filipino)
- Irish
- Latin
- English (American)
- English (British)
- Polish

Perks at Work

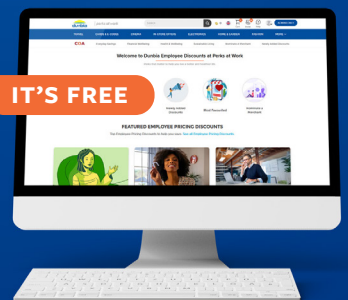
In July, we launched our new Employee Rewards app in collaboration with Perks at Work.

This initiative provides colleagues with access to a wide range of benefits designed to support both financial wellbeing and overall wellness. Whether you're booking a holiday, refreshing your home, or planning a day out, Perks at Work offers exclusive discounts on a variety of purchases. In addition, UK colleagues can earn WOWPoints—reward points that can be redeemed for gift vouchers to use on future shopping. Before making your next big purchase, be sure to check Perks at Work to see how much you could save.



New Perks FOR OUR PEOPLE

We're excited to announce that we have partnered with Perks at Work to give you access to a broad range of perks that can save you money and help with your overall wellness.



Go to www.perksatwork.com/dunbiauk

USE THE EMAIL ADDRESS registered to your Payslip App to create your account.



DISCOUNT PRICING FOR:

- > Personal Travel > Cinema Tickets
- > Home Appliances > and more...

BROWSE CATEGORIES AND **START SAVING**

PROFILES



Name: Grace Banda
Position: Butcher/Trimmer
Site: Llanybydder

What attracted you to the Rosetta Stone App?

I wanted to enhance my English language skills as well as learning other languages so that I can bridge the language faced at work.

What language are you currently learning and why?

I am currently learning English and Polish to better my communication with my work colleagues.

Did the app help you improve your target language skills? (speaking, listening, reading and writing)

I can confidently admit that my target language skills have improved drastically.

What do you like most about the app?

The app covers all parts of language needed for day-to-day life.

Would you recommend this app to a friend who wants to learn a language?

Most definitely

How many stars would you rate the app?

- ☐ ★
- ☐ ★★
- ☐ ★★★
- ☐ ★★★★
- ☒ ★★★★★



Awards



Congratulations to Cathal Farrell and Cora Hogan from Operations in Grannagh on achieving their Lean Black Belt qualification.

This third-level certification reflects their commitment to continuous improvement and operational excellence. The journey involved leading real-world improvement projects and mastering advanced Lean tools and methodologies. Well done to both!



Shannon Larkin, HRIS, has earned a Level 8 Certificate in Data Protection from SETU.

This achievement reflects HRIS's commitment to upholding high standards in privacy and information security. Shannon pursued formal qualifications in Data Protection to enhance her expertise in applicable legislation, industry standards, and best practices.

The Learning & Development ROI team took part in the South East Regional Skills Forum's Work-Based Learning programme, focused on building strong partnerships with education providers like SETU, ETBs, and Skillnets.

The programme led to a Level 6 Special Purpose Award, with Louise Jones and Sylvia Gaudino earning Distinctions – congratulations!

Charlotte Hall - Won an Award to recognise outstanding dedication to animal welfare.

Charlotte has been with the business for 6.5 years and thought her hard work and dedication she was promoted to Senior Lairage Supervisor Position. Charlotte is pictured here (right) with Sally Hill, Group Animal Welfare Officer (left)



PROFILES



Name:
Sean Keating
Position:
Engineer
Site:
Grannagh

What are your responsibilities?

Currently, I'm working in Group Engineering assisting sites with proposals and costing for infrastructural upgrades and improvements to both plant and facilities. My job includes getting costings together, submitting them to the Operations Managers on site and helping them put together the capex. We then negotiate and arrange the contractors with a focus on keeping costs and programme to budget. We help with co-ordination of the works and any integration with the site. We make sure all works are completed to standard and then snag before handing over to the site.

How long have you been with the company?

Currently with the company 2 years

What do you enjoy most about your job?

One of the most enjoyable things is the variety of work and jobs I'm involved in; no two days are the same. The varying jobs I have done in the last two years and the information I have gathered and been exposed to has greatly expanded my knowledge.

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

It's hard to just pick one, but to date both the tray store extension and chill upgrade in Charleville as well as the solar project in Grannagh would be stand out jobs. Both are very different but learned a lot on both projects.

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

I think it's important to be a good communicator, take people's opinions on board and then make decisions upon these discussions. A good knowledge and understanding of civil, mechanical and electrical are important. I wouldn't claim to be an expert in all these fields but to have a grounding in them is important.

What are your hobbies or interests outside of work?

I'm very interested in ploughing and compete competitively at both local and national level. I have won a few underage senior competitions and have been runner up in the All-Ireland Senior Ploughing Championship which someday I hope to surpass. I've also won a European Championship when I represented Ireland in 2022.

My other interest is in sports, and I help out coaching underage boys at the local GAA club which my own kids are involved in. Once I commit to something I like to think that I give it 100% and try and make it my business to get to all training sessions and matches.

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

Like most industries I think labour is becoming a bigger issue and as a result would feel that automation is going to be a big thing as we move forward. Environmental and Energy efficiency are two other areas that are going to be crucial including both solar and wind which will be exciting developments in the future.

Are there any upcoming projects or initiatives you are looking forward to?

We have two projects in Kildare on refrigeration which I will be helping out with, and also the upgrade of the drainage and treatment plant which will be very interesting and should keep me out of trouble for a while.

Is there anything else you would like to share with our readers?

Since starting with Dawn Meats, I have met a lot of people on different sites and have enjoyed getting to know them. I would like to take this opportunity to thank all of them for their help and assistance to date and look forward to meeting and working with many more over the coming years.



Butchery Academy

Edmer Tac-On

The first person to complete our Boning Line Butchery Academy at Highland and has now achieved his grade 1!

PROFILES



Name:
Denise Healy
Position:
Quality Manager
Site:
Dawn Meats Kildare

Can you tell us about your current role and responsibilities?

I was promoted to Quality Manager after completing the Graduate Programme in June 2025. My role is varied—covering audits (BRC, Bord Bia, customer), updating SOPs, sampling, QC checks, equipment calibration, training, internal audits, animal welfare, HACCP, traceability, and customer complaints. I also help ensure we're always audit-ready.

How long have you been with the company?

2 years!

What do you enjoy most about your job?

No two days are the same. I get to work across all areas of the factory and learn something new every day.

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

Completing the Graduate Programme and being promoted to Quality Manager. I also gained valuable experience in both lamb and beef production.

How do you stay motivated and productive at work?

I split my time between the office and production floor, plan my day with a to-do list, and genuinely enjoy the work.

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

Hard work, communication, leadership, time management, teamwork, and a willingness to learn.

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

Eleanor Maher! She was an incredible mentor during my time in Rathdowney, offering guidance, support, and feedback that helped me grow in confidence and take on new responsibilities.

How do you balance your work and personal life?

I keep a structured but flexible routine. Leaving my laptop at work helps me disconnect and focus on personal time. Outside of work, I'm busy with farming, camogie, football, and the bog in summer.

What are your hobbies or interests outside of work?

Farming on our beef and sheep farm—plus our “pet farm” with dogs, cats, ducks, hens, goats, rabbits, and donkeys! I also enjoy camogie, football, turf footing, and spending time with friends and family.

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

My sister and I run a turf footing business!

What are you passionate about?

Camogie! I play for St Brigid's. We're Laois County Champions and Leinster Intermediate Champions 2024. Shout out to Brian Bowe, our camogie manager and Loading Bay Manager at Dawn Meats Rathdowney.

What are your career goals for the next few years?

To continue developing as Quality Manager, improve key skills like leadership and problem-solving, and pursue further training such as the UCD Management Programme.

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

Every day is different—don't be afraid to step out of your comfort zone. Ask questions and enjoy the job. It's rewarding, even when challenging.

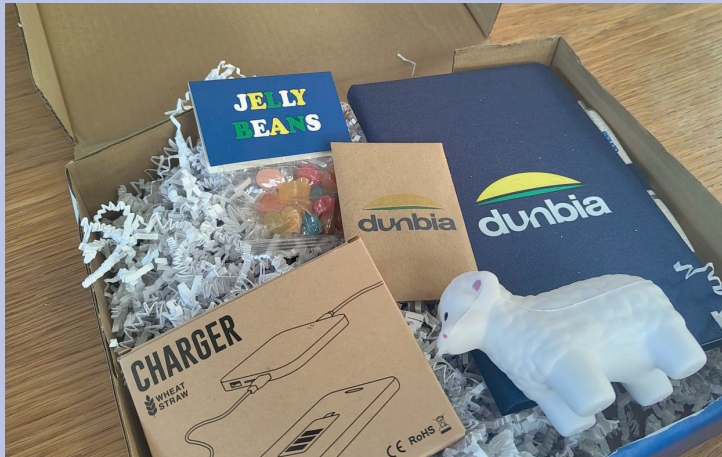
Are there any upcoming projects or initiatives you are looking forward to?

Yes! Kildare Chilling Company has joined Dawn Meats, and we're updating SOPs and quality protocols to align with group standards. We're also preparing to launch an Electronic Quality Management System (EQMS), which I'm excited to support based on my experience with it in Rathdowney.



Graduate Programme

A big congratulations to all those graduates who have completed their graduate programme over the last few months and moved into positions of responsibility. We look forward to watching your careers develop as you continue to grow within Dawn Meats and Dunbia.



Long Service

Long Service Achievements

Dunbia Jaspers held a surprise celebration for Rodney Baker, who has reached an incredible 50 years of service!

We welcome onboard our 2025 placements and graduates and look forward to getting to know them over the course of their graduate programme!



Operations Placement Programme

In August, Dawn Meats celebrated the successful completion of its first Operations Placement Programme, developed through the 2023 UCD Management Development Programme.

Graduate Accelerator Programme

Our Dawn Meats graduates completed the final event of the Graduate Accelerator Programme at the beautiful Mount Congreve Gardens in Waterford! As part of our award-winning Brighter Futures Graduate Programme, participants developed key communication and operational skills through a blend of online and in-person sessions.



2025 Cohort

We welcome onboard our 2025 placements and graduates and look forward to getting to know them over the course of their graduate programme!

Coming Up

Environmental Week

13-17th October

International Men's Day

19th November

Christmas Jumper Day

Christmas Gammon Giveaway

TikTok – launching soon