



Gender Pay

REPORT 2025

INTRODUCTION

Dawn Meats is the supplier of choice to a range of leading supermarket, food service and restaurant businesses. Founded in Co. Waterford in 1980, the family-owned company works with some of the world's leading food companies who are attracted by a commitment to sustainability and quality.

Our employees are our most valuable asset and we recognise the continuing success of our business is due, in no small part, to their dedication and commitment to deliver outstanding service to our customers.

Dawn Meats is an equal opportunity employer and is committed to the training and development of all staff. We fully recognise our industry remains one where typically, at all levels, more men are employed than women; however, creating a diverse and inclusive culture is core to our values.

Large employers – those with 250 people or more – are required by law to carry out Gender Pay Gap (GPG) reporting under **The Gender Pay Gap Information Act 2021** (and related Regulations). We are required to publish the mean and median differences between the pay of all male and female employees, irrespective of their role within the organisation.

As a manufacturing business the majority of roles centre around the production floor and the teams there are paid the same rate according to their job role with no difference between men and women.*

Looking ahead, we are confident, that in time, the actions we are taking will assist us in ensuring women and men are more equally represented at all levels, especially in the more senior positions. We are continuously enhancing and adapting our existing programmes and policies as we endeavour to create an equal and inclusive workplace.

WHAT IS THE GENDER PAY GAP?

GPG REPORTING EXPLAINED

A gender pay gap shows the difference between men's and women's average hourly pay across an organisation regardless of their roles or industry sector. The number, expressed as a percentage, can be affected by a range of factors including the different number of men and women across all roles.

A gender pay gap is different to an equal pay comparison. 'Equal pay' is about men and women receiving equal pay for the same, similar or equivalent work.

MEAN PAY GAP

This shows the difference in average hourly pay rates between men and women and is directly affected by the different numbers of men and women in different roles.

MEDIAN PAY GAP

The median represents the middle point of a population. If you lined up all the men in the company and then all the women in order of lowest hourly pay rate to highest, the median pay gap is the difference between the hourly rate of pay for the woman in the middle of her line, compared to the man in the middle of his line.

DAWN MEATS GENDER PAY GAP FIGURES FOR 2025

At the snapshot date of 30th June 2025, Dawn Meats has 2530 employees across Ireland. Made up of 23% (587) females and 77% (1943) males.

MEAN PAY GAP

All employees

12.9%

MEDIAN PAY GAP

All employees

6.2%

MEAN BONUS GAP

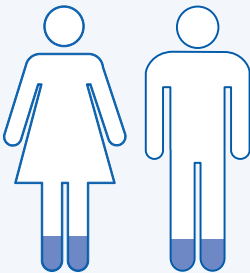
62%

MEDIAN BONUS GAP

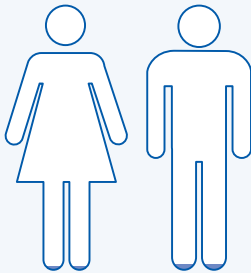
50%

BONUSES

Receiving a Bonus



Receiving a Benefit in Kind (BIK)



UNDERSTANDING THE GAP

The key factor behind our gender pay gap is the balance of men and women across job levels; in particular in highly skilled and senior roles, which is clearly reflected in our quartile data.

The BIK gap is also a reflection of a higher proportion of men in highly

skilled positions and senior roles and is again consistent with there being more men in the higher pay quartiles.

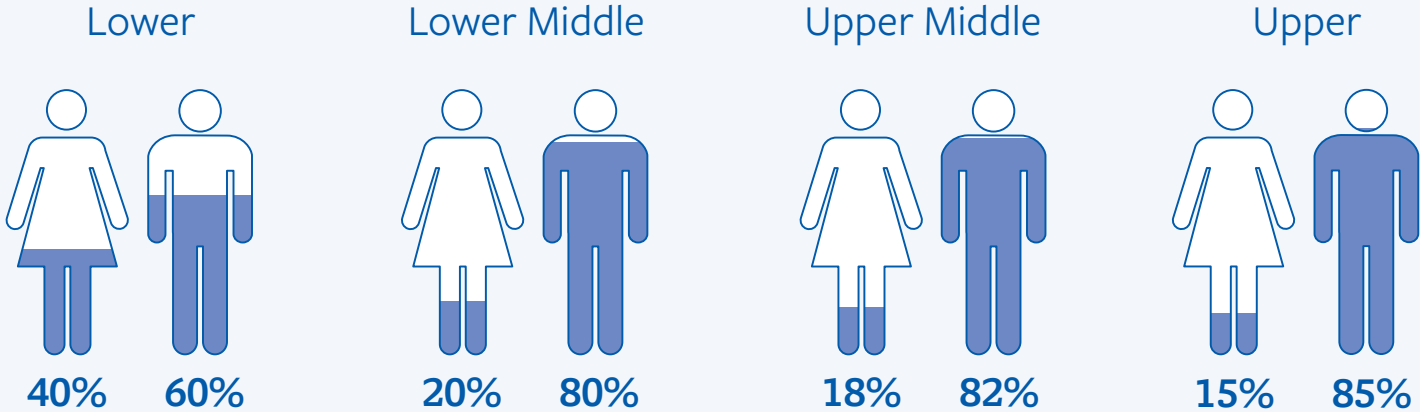
The quartile splits confirms we have fewer women in senior roles and is the major reason for our gender pay gap.



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% OF MALES AND FEMALES BY QUARTILE



CLOSING THE GAP

ATTRACTING DIVERSE TALENT

- Considering where we advertise our roles to attract the best female talent
- Balanced candidate shortlists
- Tailoring our graduate scheme to ensure at least a 50% female intake
- Focussing on recruitment and retention, to increase the diversity of our workforce over time

SUSTAINING AN INCLUSIVE CULTURE

- Focusing on departments where gender balance is more challenging such as engineering, IT and the first stage of our production process
- Developing our attitudes to facilitate flexible working in both the production and office environments to enable more women to remain and progress in the workplace
- Diversity and inclusion training - All our business leaders, directors and managers have completed diversity and inclusion training, to support their role in building an inclusive culture

REWARD AND RECOGNITION

- Make sure women feel fulfilled in their careers and achieve their aspirations
- Make sure that within our industry, women find the same respect for their ideas and abilities
- Make sure that women are fairly represented in all levels of management throughout our business

CLOSING THE GAP

Dawn Meats is a sponsoring member of AgDif, the Irish food, drink, and horticulture industry's diversity and inclusion work programme designed to make the industry more diverse and attract the best talent possible. Established in 2017, the AgDif task force delivers masterclasses, toolkits and other supports to industry participants. Since the beginning of 2022, AgDif's goal has been to work with companies to develop D&I targets within their Origin Green plans which would be tracked and measured through their annual reports, showcasing transparency in the efforts made towards a more diverse and inclusive workplace. AgDif's primary focus has been on gender diversity within the industry and has concentrated on initiatives that reduce the gender pay gap within sponsoring and participating companies.

The company is a proud partner of Meat Business Women - a global network for people who work with or in the meat and food supply chain. We are a founding signatory of their Food Business Charter, committing our support to work towards 40% female representation in the food industry by 2035. Our employees have attended a number of Meat Business Women events providing opportunities for networking and learning.

In January 2025, Dawn Meats participated in I WISH, an initiative aimed at encouraging secondary school female students to consider careers in Science, Technology, Engineering, and Maths (STEM). We are committed to developing female talent within our industry and actively working to improve the gender balance across all levels of our organisation.

Looking ahead, we will continue to take proactive steps to drive and support female representation across the business. Our focus is to ensure opportunities are available for all people based on ability and aptitude, continuing to build on our reputation as a great place to work.



dawnmeats.com