

# Carbery Gender Pay Gap Report 2024

December 2024



**CARBERY**

# Introduction

At Carbery, we are proud to be a global food and ingredients company owned by the farmers of West Cork, with a goal to create delicious and nutritious products for customers in 50 countries around the world.

Our co-operative heritage means we are clear on our purpose – to deliver value and ensure a stable and sustainable future for our shareholders. Carbery exists to process the milk from our farmers and to develop products that add value to that milk. At our site in Ballineen, we manufacture cheese, whey protein, alcohol and yeast extract.

This is Carbery's third year publishing our Gender Pay Gap Report in Ireland. The below report will explain what gender pay gap is, provide details of our data and actions we continue to take to evolve Inclusion and Diversity in our organisation.

This year, for Carbery Food Ingredients we are reporting a **2.70% mean** and a **3.50% median gender pay gap**, compared with a 4.7% mean pay gap and an 9.7% median pay gap in 2023.

Overall, we have seen a positive improvement in our Gender Pay Gap figures. Whilst the gap has narrowed, we do understand there is more work to be done. The narrowing of our gender pay profile continues to be a multiyear effort through some of the actions we highlight below.

## OUR PURPOSE

Enriching lives, together

## OUR MISSION

Dedicated to building a better future for people and planet through the creation of healthier, tastier and sustainable foods

# Understanding what Gender Pay Gap means

So what is Gender Pay Gap and why is it different to equal pay?

The Gender pay gap is the difference in average gross hourly pay between males and females, taking into account all organisational levels. A gender pay gap does not suggest that employees in the organisation do not receive equal pay for equal work. Instead, it illustrates a gender representation gap.

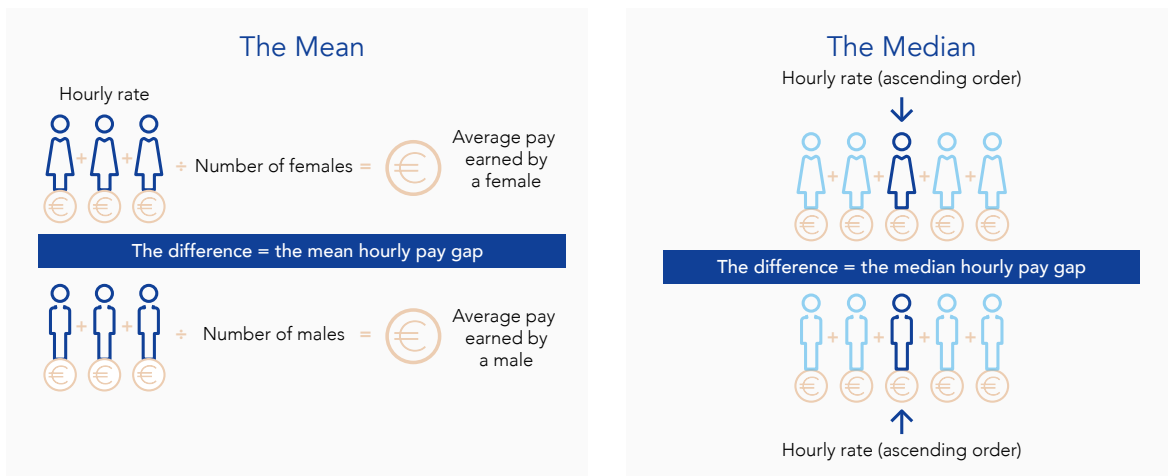
# What our Gender Pay Gap data says

The figures reported refer to Carbery Food Ingredients which meets our reporting requirements of over 150 employees.

Carbery Food Ingredients	2024	2023
Mean hourly gender pay gap	2.70%	4.70%
Median hourly gender pay gap	3.50%	9.70%

The mean gender pay gap is the difference between males' and females' average hourly pay across an organisation. This year our mean hourly gender pay gap is 2.70%. This means that the average male earns 2.70% more than the average female, based on all organisational levels.

The median gender pay gap is the difference between the hourly pay of the middle paid females and the middle paid males. What that means is if males and females are listed separately in order of pay, it is the difference in the hourly pay between the person in the middle of each list. The median highlights that the "middle" male earns approximately 3.5% more, on average, than the "middle" female.



This year we are reporting a mean bonus gap of -16.40% which means that the average female in Carbery earns a bonus 16.40% higher than the average male.

Our median bonus gap is -77.60% which means that the middle/typical female earns a bonus approximately 77.60% higher than the middle/typical male.

## About Carbery



**1000+** GLOBAL EMPLOYEES



**330** EMPLOYEES IN IRELAND



**CUSTOMERS IN 50+** COUNTRIES



# Understanding the Gap

There are a number of reasons that contribute to our pay gap with the main reasons being:

- **Current gender distribution:** Given the nature of our industry, traditionally its employee population base has had a high proportion of males. Of our current employee population we have 70.2% males and 29.8% females. Whilst we work to close this gender imbalance where possible, this split is similar to other employers in the dairy sector where more males than females are currently employed. Also worth noting that some of our operations departments have a high ratio of male employees which tends to also be the areas of the business offering overtime and shift payments, thus widening the gender pay gap.
- **Bonus Gap:** The median bonus gap shows that the middle/typical female earns a bonus approximately 77.60% higher than the middle/typical male. The company performance related bonuses paid to female employees are higher than bonuses paid to males. This is largely due to a higher proportion of women being employed in roles where discretionary bonuses are paid.
- **Hiring:** Given the nature of our operations, we tend to see more males than females applying for certain roles within our business. While it is challenging to attract more female employees and with a labour market which is tight, we are fully committed to reviewing how we strengthen our gender balance at hiring while continuing to hire the best candidate for each position.
- **Employee's leave of absence:** What we are currently seeing is more female employees' tending to avail of extended periods of leave than males, in that caring responsibilities overall still tend to rest with females.



# Continued actions to help address our Gender Pay Gap

## **Attracting and retaining diverse Talent**

In 2024 we have strengthened our Talent Acquisition team and are looking forward in 2025 to build out both our internal and external employer branding.

We continue to build on our recruitment processes and resources such as reviewing language on recruitment advertisements and sourcing searches to ensure we are striving to attract both males and females to our organisation.

We continue to offer opportunities to many types of candidates with various educational backgrounds from work placements, students, apprentices, college placements, graduates to experienced talent. Education levels vary from successful secondary school completion to Phd completion. Our partnership with colleges such as MTU and UCC remain strong with placement programs, educational assistance and collaboration opportunities.

We have hired many different nationalities at Carbery, continuing to broaden our diversity thinking and profile.

## **Learning and Development**

Investing in our Talent is important to Carbery. In late 2024 we have commenced a new Leader Coach program within our business. This program will initially focus on internal leadership coaching for those who aspire to be Carbery leaders in the future. The first cohort of employees has a female representation of 60%.

Our investment in our leadership development programs are strong, ensuring our leaders live our purpose and support our talented workforce. Talent & succession planning remain a key ongoing yearly process for us at Carbery.

In 2024, one of our main focus areas from our employee engagement survey data was employee growth. Carbery continue to focus on employees' job growth and experiences, manager coaching and feedback alongside suitable formal training. Carbery's educational assistance benefit remains a popular benefit for both male and female employees.

## **Inclusion and Diversity Taskforce**

In 2024, Carbery set up a global internal taskforce with the aim of listening, learning and laying the foundation for D&I Excellence at Carbery. This team has commenced its journey working with leaders and employees across our global organisation to develop a D&I approach and roadmap.

## **Our inclusive company culture**

In 2025, one of our key focus areas will be building on the foundations established on our organisational culture. Working with our employees, we will discuss and develop out what our culture really means to us here at Carbery. Our sense of belonging and purpose will be a key part of this work whilst aligning to our overall Carbery purpose and mission.

## **Flexible working**

Employee expectations and preferences for greater flexibility remains part of our efforts going forward. We are continually looking for different ways to support colleagues in balancing their professional and personal lives while ensuring reliable operations.

## **Empowering Employees**

We continue to find mechanisms to empower our employees forward at Carbery, representing themselves and the company at many internal and external events such as townhalls, hosting site tours, conferences, events. This is something we will continue to build and strengthen on in 2025 from networking, volunteering, hosting events etc. We hope that this visibility will encourage both males and female talents to get involved and progress their careers further at Carbery.



# Appendix: 2024 Gender Pay Gap Information Act 2021 Reporting Requirements

Snapshot date: 30<sup>th</sup> June 2024

Gender Pay Gap Requirements	2024 Percentage
<b>CARBERY FOOD INGREDIENTS</b>	
Mean hourly gender pay gap	2.70%
Median hourly gender pay gap	3.50%
Mean hourly gender bonus gap	-16.40%
Median hourly gender bonus gap	-77.60%
Percentage of employees per gender who received a bonus	62.80% (F) 72.60% (M)
Percentage of employees per gender to receive benefit in kind (BIK)	13.30% (F) 9.40% (M)
Mean hourly gender pay gap (temporary)	6.5%
Mean hourly gender pay gap (part-time)	11.3%
Median hourly gender pay gap (part-time)	15.6%
Median hourly pay gap (temporary)	6.2%
Percentage of employees per gender in the lower quartile	36.80% (F) 63.20% (M)
Percentage of employees per gender in the lower middle quartile	25.70% (F) 74.30% (M)
Percentage of employees per gender in the middle quartile	28.30% (F) 71.70% (M)
Percentage of employees per gender in the upper quartile	28.40% (F) 71.60% (M)