

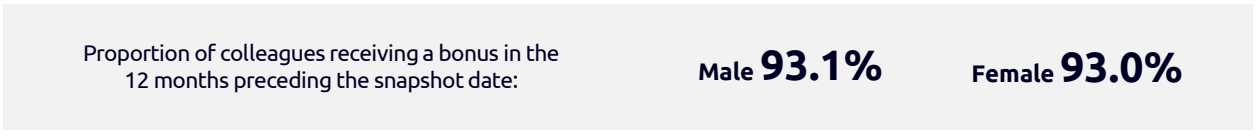
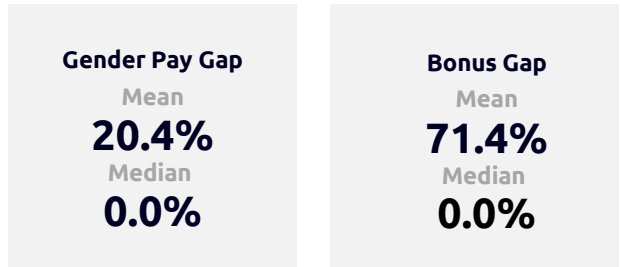
# Gender Pay Gap Report 2022



Founded in 1969, C&D Foods is one of Europe's largest manufacturers of pet food, offering specially formulated cat and dog food of superior quality and value. C&D Food's operations in Ireland encompass a manufacturing facility in Edgeworthstown, Longford and its corporate headoffice in Mullingar, Co. Westmeath. C&D is part of the ABP Food Group.

C&D Foods is pleased to present its inaugural Gender Pay Gap Report in accordance with the Gender Pay Gap Information Act 2021.

For this report, the snapshot date was 30<sup>th</sup> June 2022.



## The proportion of males and females in each quartile pay band:

Band	Males	Females	Description
1	66.7%	33.3%	Includes all employees whose standard hourly rate places them in the upper quartile
2	55.1%	44.9%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
3	79.0%	21.0%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
4	42.4%	57.6%	Includes all employees whose standard hourly rate places them in the lower quartile

# Gender Pay Gap Report 2022



C&D Foods operates in the FMCG industry. The manufacturing element of our business has a long history of male dominance and underrepresentation of women. Of the relevant employees reported, 39% are female and 61% are male.

Throughout C&D Foods, we are committed to rewarding people fairly and our pay decisions are based on market data and individual performance as is evident in our gender pay gap. We review and evaluate our approach to compensation and bonus arrangements annually to ensure that they remain appropriate, effective and fair. We are committed to an 'equal pay for the same role'.

We are aware that there is not a single or quick solution to achieving a fully inclusive organisation. As part of the C&D Foods people agenda known internally as "STRIVE" we aim to promote gender balance at all levels of our work force and continue to encourage more underrepresented employees into our workforce and in particular into operational roles. C&D Foods are committed to the balance of gender within different roles and departments across the business, ensuring equal access to the same recognition, reward and career progression opportunities for all.

We are aware that there is further work to be done and we commit to continue to work with our colleagues and the wider industry to encourage women to pursue in a career in the pet food industry.

I confirm that the information and data reported is accurate as at the snapshot date of 30<sup>th</sup> June 2022.

A handwritten signature in black ink, appearing to read 'Sinead Farrell', is positioned above the printed name.

Sinead Farrell

Group Head of Talent, C&D Foods

(Note: As at the snapshot date, there were no formal part-time employment arrangements within our business and benefit-in-kind payments did not feature within our remuneration structures.)