

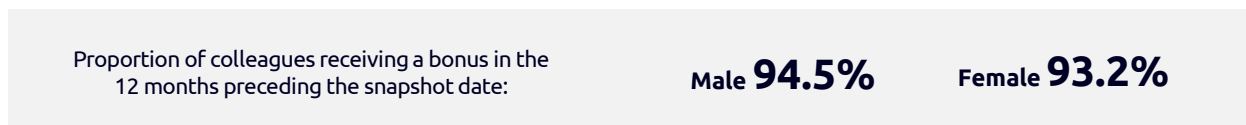
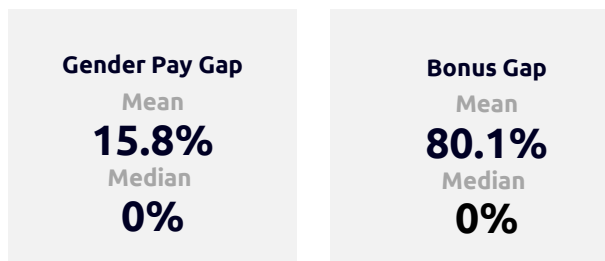
# Gender Pay Gap Report 2023



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 2023 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 2023.

C&D is an equal opportunities and an equal pay employer. Females are paid the same basic salary and variable pay rates as their male counterparts undertaking the same duties.



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

Band	Males	Females	Description
1	65.9%	34.1%	Includes all employees whose standard hourly rate places them in the upper quartile
2	54.5%	45.5%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
3	80.2%	19.8%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
4	53.7%	46.3%	Includes all employees whose standard hourly rate places them in the lower quartile

# Gender Pay Gap Report 2023



At C&D Foods, we remain 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 'equal pay for the same role'.

Whilst the proportion of females employed within our business has decreased over the past 12 months, the reduction has been more weighted towards the lower salary bands, with the proportion of females in the Upper and Upper Middle quartile bands having increased modestly year on year. These factors have contributed to a reduction in the Gender Pay Gap from 20.4% in 2022 to 15.8% in the current year.

As part of the C&D Foods people strategy we aim to ensure that all colleagues get the opportunity to reach their full potential. We promote gender balance at all levels of our work force and actively attract, retain and develop our people irrespective of their differences or background. We continue to encourage more underrepresented colleagues into our workforce, 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 will continue to work with our colleagues and the wider industry to encourage women to pursue careers 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 2023.

A handwritten signature in black ink, appearing to be 'Sinead Farrell', is located below the confirmation text.

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.)