

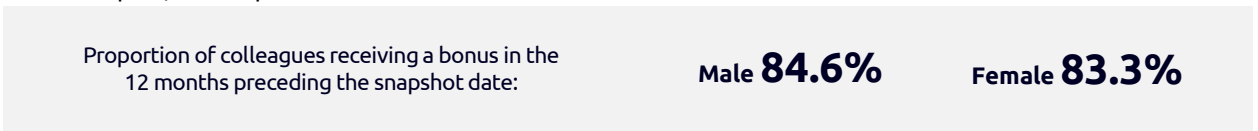
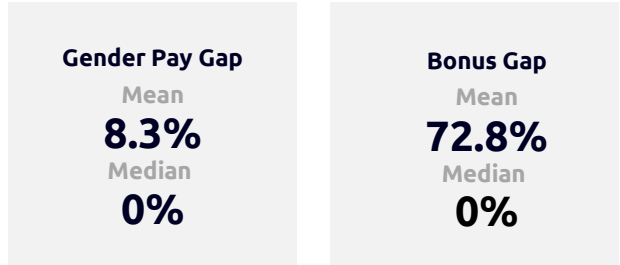
Gender Pay Gap Report 2024



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 2024 Gender Pay Gap Report in accordance with the Gender Pay Gap Information Act 2021.

For this report, the snapshot date was 30th June 2024.



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

Band	Males	Females	Description
1	61.6%	38.4%	Includes all employees whose standard hourly rate places them in the upper quartile
2	60.0%	40.0%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
3	83.2%	16.8%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
4	56.0%	44.0%	Includes all employees whose standard hourly rate places them in the lower quartile

Gender Pay Gap Report 2024



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.

As of the snapshot date, 35% of our colleagues were female versus the 37% female representation in our 2023 Gender Pay report. Whilst the proportion of females employed within our business has decreased by c. 2% over the past 12 months, female representation within the upper quartile band has increased by c. 4% year on year. Over the past 12 months, our Gender Pay Gap has reduced by c. 7% to 8.3% in 2024. Females and males undertaking the same duties are paid the same basic salary and variable pay rates.

Inclusion & belonging with a specific focus on gender equality is a key pillar in the C&D Foods people strategy. C&D Foods seeks to attract, retain and develop colleagues embracing their different backgrounds. Our annual talent cycle STRIVE seeks to ensure colleagues have an individual conversation on their career each year. We aim to ensure the equal participation of women and men in this process and in all areas of work, at all levels and locations. As a result, all colleagues have equal access to the same recognition, reward and career progression opportunities.

This year we have invested in training for managers via our Emerging Leaders Programme to ensure they are equipped with the right skill to support STRIVE and the progression and equal treatment of all colleagues.

The approach to reward via compensation, bonus arrangements and recognition programmes continues to be reviewed annually to ensure we are appropriate, effective and fair. We are committed to 'equal pay for the same role'.

We remain committed to promoting gender balance at all levels in the organisation and 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 30th June 2024.

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

Sinead Farrell
HR Director

(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.)