



# GENDER PAY GAP REPORT

2022/2023

**FERRERO**

## UNDERSTANDING THE GENDER PAY GAP

**The Gender Pay Gap is the difference in pay between men and women in a workplace. A positive gender pay gap indicates that, on average across all employees, females are in a less favorable position than males.**

### Mean

The mean pay gap is the difference between the hourly pay of all male and female employees when added up separately and divided by the total number of the males and females in the workforce.

### Median

The median pay gap is the difference between the pay of the middle male and middle female, when all of the employees are listed from the highest to the lowest paid.

Following the introduction of the Gender Pay Gap Information Act 2021, companies are required to report the pay gap that exists between the male and female workers in the workplace depending on headcount across a range of metrics.

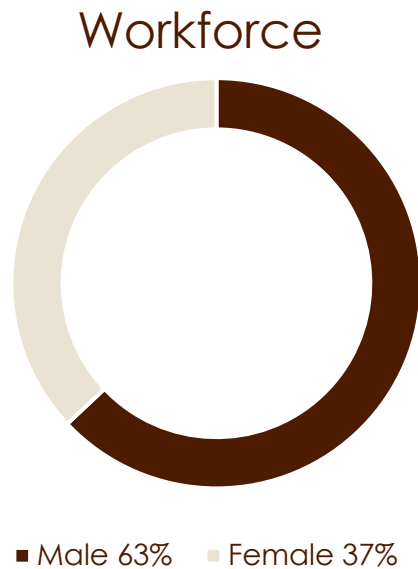
It is important at the outset of this report to distinguish between reducing the gender pay gap and equal pay; which are two very different issues.

- Equal Pay strives to achieve the same pay for both men and women who perform the same or similar work.
- Whereas the Gender Pay Gap endeavors to ensure the average pay of a male be as close as possible to that of a female within an organisation.

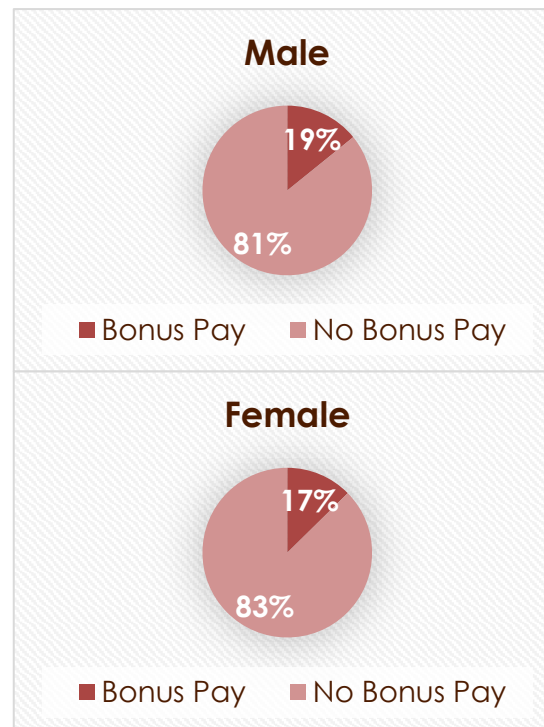
Ferrero Ireland fully recognises the importance of gender equality and diversity in the organisation. We are fully committed to promoting an equal, inclusive, and diverse workforce reflective of its community. The aim of this report is to showcase the existing pay gap in Ferrero Ireland, pinpoint the potential causes of the existing pay gap and put in place measures to mitigate inequalities.

Ferrero Ireland is confident that the gender pay gap is not a reflection of an equal pay issue; instead it is driven by the structure of the workforce and the fact that it has more men than women in senior, and therefore more higher paying roles, when viewing the workforce as a whole

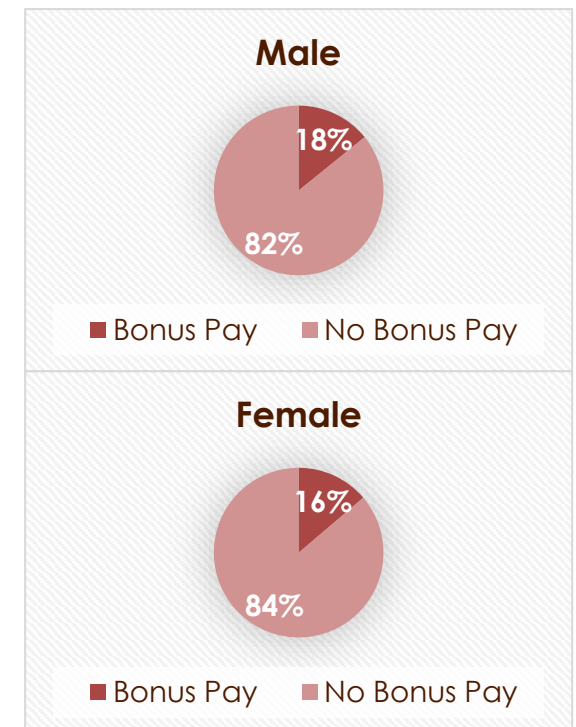
## BONUS AND BONUS IN KIND (BIK) RECIPIENTS



### Percentage of Males & Females Receiving Bonuses



### Percentage of Males & Females Receiving BIK



## FIGURES FOR 2022/2023

### Pay and bonus gaps

	Gender pay gap %	Gender bonus gap %
Mean	12%	28%
Median	3%	36%

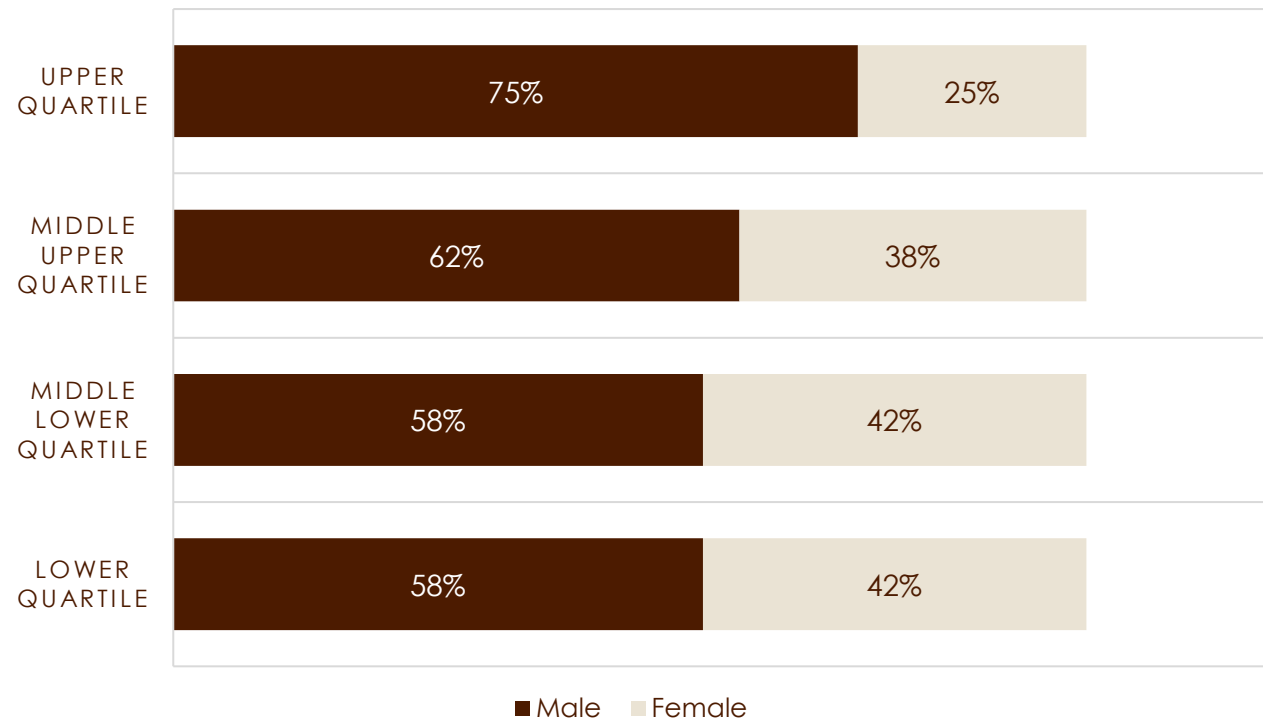
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### QUARTILE PAY



The pay quartiles represent the way in which the salaries of male & females sit within the pay hierarchy

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## GENDER PAY GAP ANALYSIS & CONTRIBUTORS

The mean and median bonus pay gap remains high, with more men occupying senior roles



We expect the bonus gap will reduce as women take up more senior level and higher paying roles through effective succession planning



We are continuing to analyse our processes to remove any barriers for women while focussing on career progression

The median pay gap has remained static and the mean pay gap has reduced when compared to 2021/2022, which is encouraging

While the overall headcount has decreased from the 2021/2022 period, males continue to occupy a greater majority of roles.



Although the headcount has reduced, females in roles has seen a marginal increase on the 2021/2022 period.

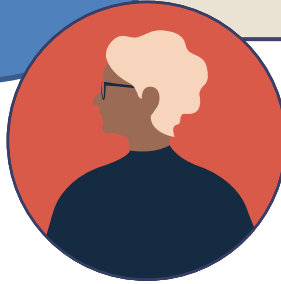
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We're focused on embracing and celebrating inclusion in the workplace as we believe it is crucial to long-term business success.

We're delighted that female representation in the upper and middle-upper quartiles has increased since 2021/2022, with the upper quartile now at 25%.

We are committed to investing in internal development programmes to bring more women into senior higher paying roles.



Females represent 37% of Ferrero Ireland's workforce which is expected given there is a higher proportion of males in the manufacturing and R&D industry as a whole.

As we are being more proactive in our approach to talent attraction, our male: female ratio should equal out.

## A HOLISTIC COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

Diversity, equity and inclusion matters to us. We are committed to building a culture in which all employees - irrespective of gender, nationality, health conditions or impairments, generations and culture - feel welcomed and appreciated, while having the same opportunities. As part of this strategy, we're continuing to roll out initiatives that will help us achieve a greater gender balance.

### 1 HYBRID APPROACH TO WORKING

Ferrero embraces flexible working by ensuring office-based colleagues are offered greater flexibility in terms of when and where they work looking beyond the traditional 9- 5 working day. With such flexibility, Ferrero Ireland is building an inclusive working environment for people of all genders which enables them to be productive and balance life at work with their personal lives.

### 3 PARENTS & CARERS

We have a range of progressive policies for those with parental and caring responsibilities. All employees benefit from paid leave when welcoming a new child into their family by birth, adoption or surrogacy. We believe this is important in retaining women in the workplace and supports gender balance at all levels.

### 2 TALENT ACQUISITION

We continually review our recruitment processes and language for universal design, ensuring that from graduates to experienced hires, our hiring practices are as consistent and fair as possible. We use a tool that makes sure our job descriptions are inclusive, enabling us to reach a wider talent pool.

### 4 LOCAL INITIATIVES

We work with the local university to hire young student placements each year. We attend the employer recruitment fair to encourage and promote the international opportunities toward our under-represented groups- this has seen an increase of women at our supervisory level.

## 5 ALLOCATION OF WORK & REWARD PRACTICES

There is a focus on providing equal opportunities for career enhancing roles which includes evaluating our allocation of work practices and introducing sustainable changes to ensure all our people have a fair and equal opportunity to progress their careers. Salary arrangements are established under global principles and are determined based on job responsibilities with no gender differentiation.

## 6 OTHER MEASURES

- We continue to measure the increase the representation of women in decision-making roles to track progress.
- We continue to showcase achievements of current female colleagues to encourage and inspire the current workforce

## CLOSING THE GAP

Diversity, equity and inclusion matters to us. We are committed to building a working culture in which all employees - irrespective of gender, nationality, health conditions or impairments, generations and culture, feel welcomed and appreciated and have the same opportunities. Ferrero Ireland strives to implement an attractive retention strategy for greater diversity, focusing on accelerating employees' development and ensuring equitable opportunities for career advancement.

We have made progress and have a strong representation of women at leadership levels; however, we recognise there is still more to do. Ferrero Ireland, established in 1975, has many long-serving employees. However, we are making changes and seeking new opportunities within the organisation but it could take some time due to the low turnover. As part of our Diversity & Inclusion programme, we are continually rolling out initiatives that will help close the gap and achieve a greater gender balance.

### Declaration

We are committed to avoiding any form of discrimination in our employment practices and are committed to addressing the gender pay gap over the long term. I confirm that the information contained in this report is accurate.



**Christy O'Sullivan**  
Plant Manager  
Ferrero Ireland Limited



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