



IRISH DOG FOODS

**GENDER
PAY GAP
REPORT 2024**

irishdogfoods.com



Our Gender Pay Gap

At the snapshot date of 30th June 2024, Irish Dog Foods Ltd has

269 employees in Ireland.



Pay Gap

ALL EMPLOYEES

MEAN PAY GAP

8%

Male

ALL EMPLOYEES

MEDIAN PAY GAP

4%

Male

Bonus Pay Gap

MEAN BONUS GAP

33%

Male

MEDIAN BONUS GAP

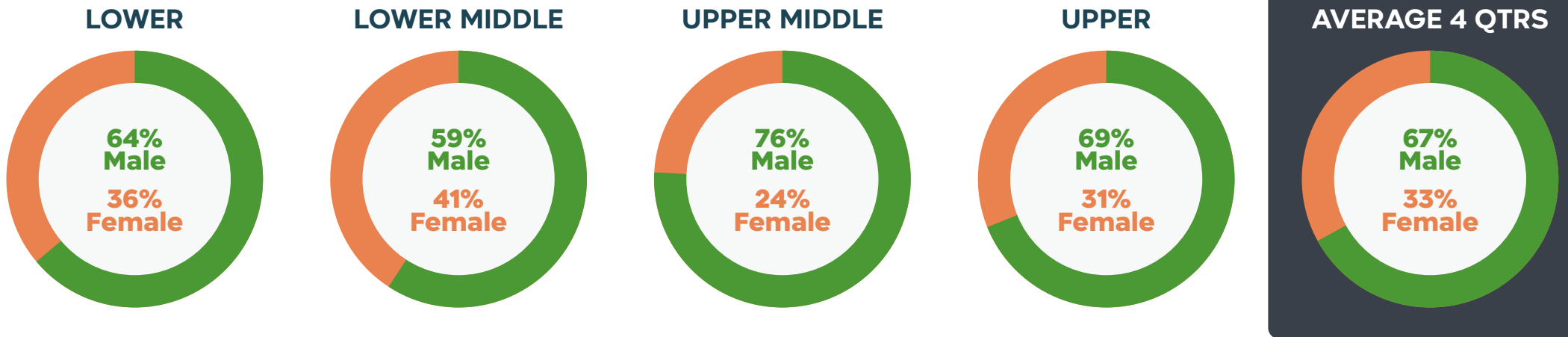
17%

Female

Our Gender Pay Gap

Our gender pay gap arises from the distribution of men and women across job levels, particularly in senior positions. The bonus and benefit-in-kind gaps reflect this trend, with men predominating in upper pay quartiles.

Overall, the underrepresentation of women in senior roles drives our gender pay gap.



RECEIVING A BONUS



RECEIVING A BENEFIT IN KIND (BIK)



Introduction

Irish Dog Foods is a leading producer of dry & treat foods for cats and dogs. Our products are manufactured to the highest standards with a mission to make pets happy & healthy worldwide.

Inclusion and Equality at Irish Dog Foods

Our employees are our most valuable asset, and we recognise that our phenomenal growth is due, in no small part, to their dedication and commitment to maintaining high standards of safety, sustainability, and quality.

Irish Dog Foods is an equal opportunity employer and is committed to the training and development of all employees. We fully recognise our industry remains one where more men are typically employed than women at all levels. However, fostering a diverse and inclusive culture is at the core of the values that guide us.

Our Gender Pay Initiatives

At Irish Dog Foods, we are actively committed to closing the gender pay gap and fostering an inclusive workplace where everyone can thrive.



Women in Leadership Programme

Our Women in Leadership programme is a key initiative aimed at increasing the representation of women in senior roles. By supporting the development and progression of female talent, we are working to ensure that women are better represented at all levels of the organisation.



Graduate Programme

In addition, our graduate programme continues to show a substantial intake of female entrants. **All participants in 2024 were women.** This trend reflects our commitment to recruiting and nurturing a diverse workforce from the start of their careers. By providing opportunities for women to grow within the company, we are laying the foundation for more balanced gender representation in the years to come.



Growing Great Leaders

The Programme aims to provide opportunities to develop a personal leadership style while increasing the talent pool of leaders at Irish Dog Foods. By increasing the leadership capability of participants, we are empowering our people - men and women - to take on more challenging roles with confidence, thereby contributing to the overall success and growth of Irish Dog Foods.

Everyday Inclusive Practices

In addition to our equality programs, we actively practice everyday equality to nurture a diverse workforce.

We focus on:

Tailoring recruitment to attract and retain women at all levels

Promoting fair representation of women in management

Upholding a strong **Equality, Diversity, and Inclusion Policy**

Maintaining a transparent, fair, **performance-based pay structure**

Benchmarking roles for industry alignment and pay equity

Offering clear **Career Pathways** for development

Providing a **dedicated Communications Team** to enhance inclusivity and transparency

Additional Initiatives

Supportive Policies

We offer a range of policies to support all employees, including Family Leave and Menopause. These initiatives foster a positive, inclusive work environment for everyone.

Equality, Diversity, and Inclusion (EDI)

Our commitment to EDI is strengthened by regular Toolbox Talks for all employees and an EDI Policy that ensures inclusivity in the workplace. We celebrate diversity through events such as World Mental Health Day and International Women's Day.

Career Development

The MyHUB Anytime app provides employees with access to internal opportunities, helping them progress in their careers. We also maintain a Careers Website that encourages more diverse candidates to apply for roles.

Manager Training

All managers undergo Interview Skills Training, which includes Unconscious Bias training, and Dignity at Work Training to ensure fair and respectful treatment of all employees.

Employee Feedback and Wellbeing

We conduct Culture Surveys to gather feedback on Diversity, Equality, Inclusion, and Employee Wellbeing, helping us improve workplace culture.

Learning and Development

Our Annual Learning and Development Schedule and Further Education Policy give employees access to ongoing development opportunities, fostering growth and professional advancement.

In Conclusion

Looking ahead, we are confident that, in time, the measures we are taking today will ensure that women and men are more equally represented at all levels, particularly in more senior positions. We will continue to adapt and improve our existing programmes and policies as we strive to create a truly equal and inclusive workspace that accurately represents our values.



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