



IRISH DOG FOODS

GENDER PAY GAP REPORT 2025

irishdogfoods.com



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

In our 2024 Gender Pay Gap Report, we reported that 33% of our workforce were women, with a greater proportion of men in higher-paid roles. This resulted in a mean gender pay gap of 8% in favour of male employees, largely influenced by the distribution of roles across the organisation. Since then, we have focused on improving gender representation at all levels through several targeted actions and support initiatives.

In 2025, we have seen progress in several key areas. Female representation has increased to 36%, and there is now a more even distribution of women across pay levels, particularly at senior grades. The proportion of women in the upper pay quartile has increased to 49%, compared to 31% the previous year. This change has contributed to a mean gender pay gap of -15%, reflecting improved access to higher-paying positions. While this shift marks positive progress, we remain focused on building a consistently inclusive workplace where opportunities and outcomes are fair for all.

Our Gender Pay Gap

At the snapshot date of
30th June 2025, Irish Dog Foods Ltd has
238 employees in Ireland.



Pay Gap

ALL EMPLOYEES

MEAN PAY GAP

-15%
Female

ALL EMPLOYEES

MEDIAN PAY GAP

-6%
Male

Bonus Pay Gap

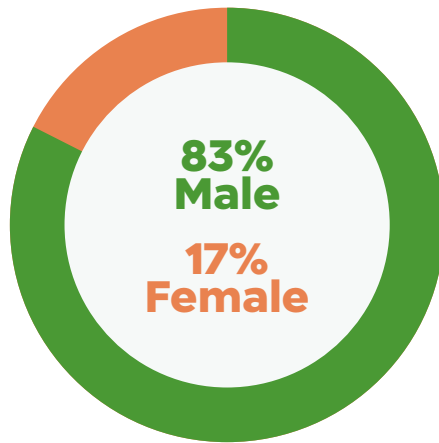
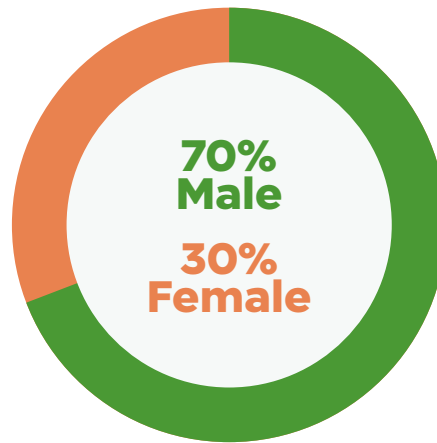
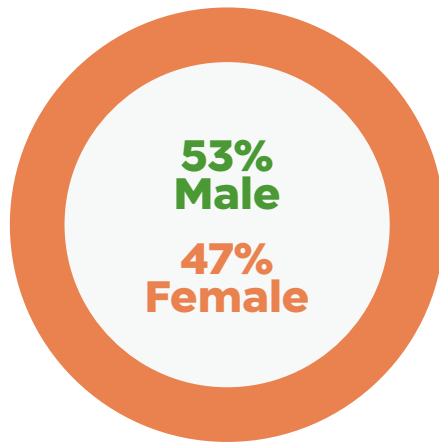
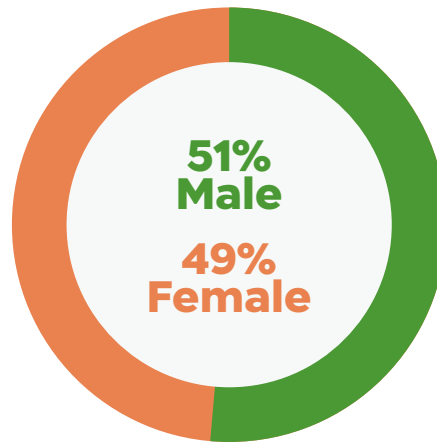
MEAN BONUS GAP

-40%
Female

MEDIAN BONUS GAP

73%
Female

Our Gender Pay Gap

LOWER**LOWER MIDDLE****UPPER MIDDLE****UPPER****4%**

% Receiving Bonus - Female

9%

% Receiving Bonus - Male

1%

% Receiving BIK - Female

4.6%

% Receiving BIK - Male

What We're Doing to Close the Gap

At Irish Dog Foods Ltd, we remain dedicated to fostering an inclusive culture where all employees are supported and valued. Our approach focuses on long-term, sustainable actions embedded in everyday practices – from leadership development and recruitment to inclusive policies. These measures are helping to reduce gender pay gap and building an inclusive workplace where everyone can thrive.



Women in Leadership Programme

The Women in Leadership programme has delivered strong outcomes, with participants gaining the skills and confidence to take on more senior responsibilities. Notably, three women who took part have since been promoted to Middle Manager level, showing the programme's real impact in supporting female career progression.



Growing Great Leaders

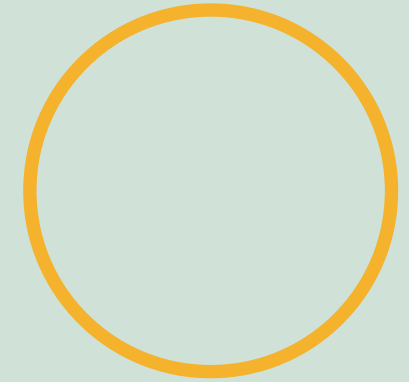
Our Growing Great Leaders initiative continues to build leadership capability across the organisation. The programme provides participants with practical tools, training, and mentoring to help them develop their leadership style and prepare for greater responsibility. By strengthening leadership skills at all levels, we are creating a diverse pipeline of future managers and leaders.



Graduate Programme

Our Graduate Programme is an important way of attracting new talent and supporting long-term career growth. With structured development, mentoring, and meaningful opportunities from the outset, the programme helps us to build a diverse and capable workforce for the future.

Additional Initiatives



Equality, Diversity & Inclusion (EDI)

EDI remains central to our culture. Through awareness campaigns, employee engagement, and events such as International Women's Day, we promote a workplace where everyone feels valued and respected. These initiatives help to strengthen inclusion across all levels of the business.

Career Pathways

We continue to provide clear career pathways that allow employees to see how they can grow within the business. Access to training, development tools, and transparent opportunities ensures that progression is based on potential and performance.

Supportive Policies

We offer a range of policies designed to support employees in balancing personal and professional responsibilities. Flexible working, family leave, and wellbeing supports all contribute to making IDF a positive and inclusive place to work.

Inclusive Recruitment and Promotion

We regularly review our recruitment and promotion processes to ensure they are transparent and accessible. This helps us to remove barriers, encourage fairness, and ensure that opportunities for advancement are available to all.

In Conclusion

The progress reflected in this year's gender pay gap data is encouraging. Improvements in female representation, particularly at senior levels, suggest that the steps we've taken are beginning to make a difference. Our focus now is on building on this momentum – ensuring that development, progression, and reward continue to be fair and accessible to all.

We remain committed to reducing the gender pay gap further, and to fostering a workplace that supports inclusion, transparency, and equal opportunity at every level of the business.



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