

Gender Pay Gap Report 2023



Irish Country Meats (“ICM”) is the largest sheepmeat processor on the island of Ireland, with state-of-the-art production facilities in Camolin Co. Wexford and Navan, Co. Meath. ICM is part of the ABP Food Group.

ICM 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 30th June 2023.

ICM is an equal opportunities and an equal pay employer. Females operating in our processing plants are paid equal basic salary and variable pay rates as their male colleagues undertaking the same duties.

Gender Pay Gap

Mean

15.9%

Median

12.7%

Bonus Gap

Mean

61.9%

Median

0.0%

Proportion of colleagues receiving a bonus in the 12 months preceding the snapshot date:

Male **84.9%**

Female **72.2%**

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

Band	Males	Females	Description
1	78.6%	21.4%	Includes all employees whose standard hourly rate places them in the upper quartile
2	88.4%	11.6%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
3	72.3%	27.7%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
4	57.7%	42.3%	Includes all employees whose standard hourly rate places them in the lower quartile

ICM’s talented and committed workforce is crucial to our ongoing success. In all areas of our business, we seek to employ people who are passionate about their area of expertise and who seek to deliver the highest standards.

ICM operates in the agri-food and meat industry which has a long history of underrepresentation of women. Of the relevant employees reported 26% are female, which is a slight reduction on the 27% level in the 2022 Report. The Gender Pay Gap has held relatively constant year-on-year (15.9% vs. 15.1% last year) whilst the Mean Bonus Gap has reduced from 64.8% in 2022 to 61.9% in the current year.

ICM promotes a culture of diversity and inclusion, including through its support of and engagement in strategic partnerships, such as Women in Meat Business and its membership of Bord Bia’s Agri-Food Diversity & Inclusion Forum. We promote annual events from mental health awareness to International Women’s Day.

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Female Management

Females play an integral role in the operational and strategic performance of ICM with females accounting for 50% of ICM Senior Management.

Meat Business Women

ICM is affiliated with Meat Business Women, a Global Professional networking movement for progressive women working across the meat industry.

Career Progression

ICM positively promotes career progression to all and is committed to ensuring that women have access to the same opportunities as their male counterparts throughout the organisation. ICM is committed to raising awareness about female equality and supporting, nurturing and developing female talent across our business. Through its STRIVE performance and talent management program, coupled with its participation in the wider ABP She initiative, ICM seeks to identify, support and champion female talent and monitor progress. ABP She offers a range of practical supports to female colleagues alongside mentoring programs and celebrating female role models across all of ABP's operating sites.

I confirm that the information and data reported is accurate as at the snapshot date of 30th June 2023.

Denika Bradley
Group HR Manager

(Note: As at the snapshot date, less than 1% of ICM's employees were employed on a part-time basis and benefit-in-kind payments did not feature within our remuneration structures.)