

Gender Pay Gap Report 2024



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 2024 Gender Pay Gap Report in accordance with the Gender Pay Gap Information Act 2021. For this report, the snapshot date was 30 June 2024.

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

Gender Pay Gap

Mean

10.5%

Median

3.5%

Bonus Gap

Mean

44.7%

Median

0.0%

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

Male **76.3%**

Female **64.1%**

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

Band	Males	Females	Description
1	78.0%	22.0%	Includes all employees whose standard hourly rate places them in the upper quartile
2	66.4%	33.6%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
3	76.5%	23.5%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
4	59.7%	40.3%	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 under representation of women. Of the relevant employees reported, 30% are female, which is a 4% increase on the 2023 reported level. Over the past year, our Gender Pay Gap has reduced by c. 4% to 10.5% in 2024 whilst our Bonus Pay Gap has also reduced, by c. 17% to 44.7%..

ICM promotes a culture of inclusion and belonging, including through its support of and engagement in strategic partnerships, such as Meat Business Women and its membership of Bord Bia’s Agri-Food Diversity & Inclusion Forum.

Female Management

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

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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. We aim to ensure the equal participation of women and men in all areas of work, at all levels and locations ensuring equal access to the same recognition, reward and career progression opportunities. 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.

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 'Kirsty Phoenix'.

Kirsty Phoenix
Head of HR

(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.)