



Gender Pay Gap Report 2025



progressive | adventurous | inspiring | grounded





Foreword



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Group Human Resources
Manager

As Human Resources Manager, I am pleased to introduce our gender pay gap results.

donnelly fresh. foods actively promote gender equality, and our culture is one where gender does not limit anyone's opportunities within our business. We are committed to equal opportunity and ensuring that every individual, regardless of their gender, can reach their full potential.

At **donnelly fresh. foods** we are committed to supporting our people. As a company deeply rooted in our values, we're always striving to create and promote an inclusive and diverse workplace where every individual can thrive.

Many of our roles are at set pay rates & these rates are applied regardless of gender.

In 2025 we introduced many initiatives to address any gaps including a new company handbook with family friendly policies and we strive to support the career development & wellbeing of our team.

Our gender pay gap report provides a snapshot of where we stand today





Our Beliefs



grounded

nurturing

personable

inclusive

teamwork

integrity

family

inspiring

assured

passionate

pride

progressive

hunger

brave

innovation

agile

adventurous

fun

motivated

curious

experiential

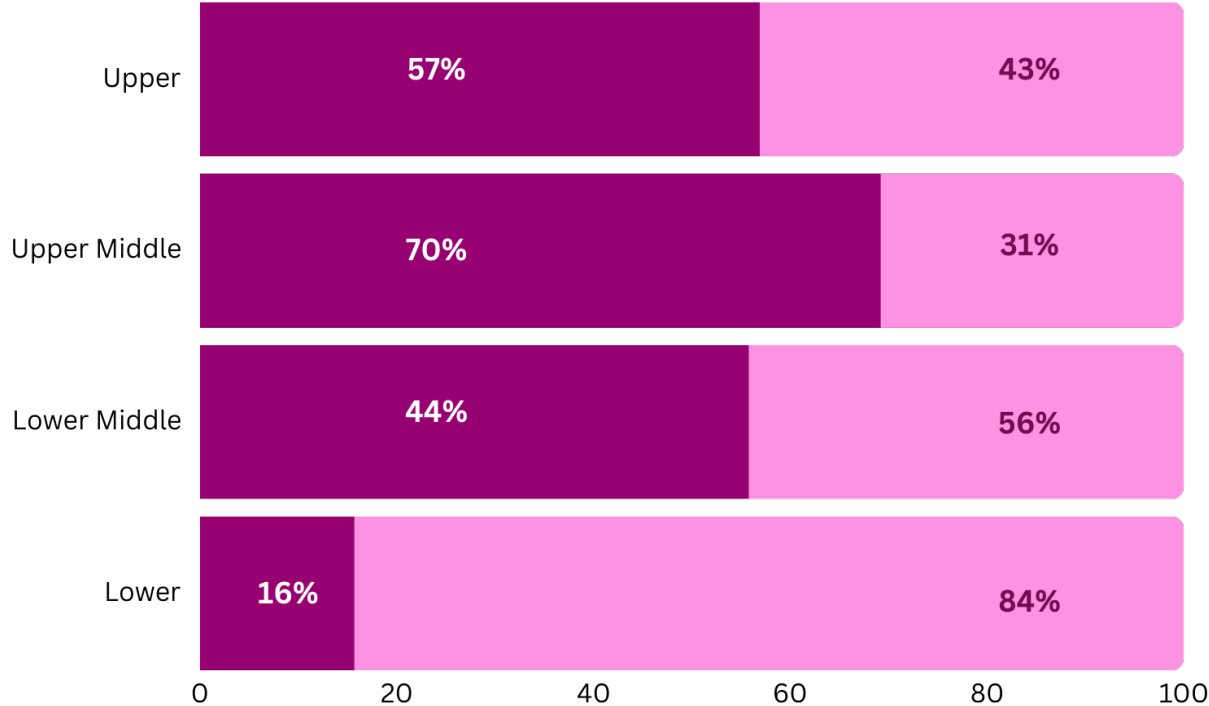
- We believe in nurturing talent from within. A role in **donnelly fresh foods** comes with a multiple of opportunities for personal growth and career development. Seeing people progress is one of our greatest passions.
- Our team members are supported through a range of training and development programmes, equipping people with all the tools needed to succeed. Our duty of care to each team member means that we are always willing to invest in personal growth and career development.
- Under the requirements of the Gender Pay Gap Information Act, the company is publishing information on its gender pay gap.
- The gender pay gap shows the difference in the average hourly earnings of men and women across an organisation regardless of their roles or industry sectors.
- Our statistics are made up of the different number of men and women across all roles at **donnelly fresh**.



Gender Pay Gap Summary

Proportion of Employees in Each Quartile

● Male ● Female



| Mean & Median Pay and Bonus | Mean | Median |
|-----------------------------|-------|--------|
| Gender Pay Gap | 13.1% | 3.4% |
| Gender Bonus Gap | 83.8% | 0% |

| Proportion of Employees Receiving a Bonus | |
|-------------------------------------------|-------|
| Male | 14.6% |
| Female | 4.5% |

How are our gender pay gap figures calculated:

Mean Pay Gap
The mean gender pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men, within the company.

Median Pay Gap
Represents the middle point of a population. If you include all the women at a company and all the men, the median pay gap is the difference between the hourly rate of pay for the middle woman as compared to the hourly rate of pay for the middle man.

Proportion of employees receiving a bonus
The proportion of male & female employees who were paid any amount of bonus pay.

Pay Quartiles
Measures how many male & females are represented in each quarter of a business, when segmented by pay from highest to lowest.