

Ornua

THE HOME OF IRISH DAIRY



Ornua Ingredients Europe Gender Pay

Report 2025

A note from our MD, Joan Bombardo Garriga

This is **Ornua Ingredients Europe's** fourth Gender Pay report. This details the extent of the Gender Pay Gap within Ornua Ingredients Europe in the UK and outlines how we are continually strengthening and embedding **Diversity and Belonging** in our workplace.

Our **Gender Pay Gap for 2025** was 5.19%. This means that, on average, men earned 5.2% more per hour than women. This is an increase from the figure of -4.09% last year. **Our mean bonus pay gap** has increased from -53.89% to 12.87% in favour of males.

Our Gender Pay Gap report continues to reflect a predominantly male workforce profile.

Our business is committed to embedding diversity and inclusion in our workplace. We are engaging our workforce in how to increasingly make Ornua Ingredients Europe a great place to work for all. In 2024, Ornua launched a Global Diversity & Inclusion Strategy, Common Ground, that continues to evolve in 2025 which is a further commitment to guarantee a workplace of equal opportunity, inclusivity and fairness where employees can be their authentic selves.

I can confirm all our data is accurate.

Joan Bombardo Garriga

Managing Director – Ornua Ingredients Europe



Our Gender Pay Gap in 2025

Our Gender Pay Gap

Our **mean** Gender Pay Gap for 2025 is 5.19%. This represents an increase from last year compared to our 2024 mean Gender Pay Gap of -4.1%

Although a similar proportion of our male and female workforce received bonuses, on average, males were paid 12.87% more than the females in the period 6 April 2024 to 5 April 2025.

Our annual bonus payments are made in April, which impacts our Gender Pay Gap. By excluding bonuses from the Gender Pay Gap calculation, our mean Gender Pay Gap decreases slightly to 4.93%

Our **median** Gender Pay Gap is -1.19%. Excluding bonuses from the calculation, our median Gender Pay Gap remains at -1.19%

Ornua has put in place and operate unbiased hiring practices, and we hire the best available candidates for roles.

Our overall workforce

Our figures are based on a headcount of 258 relevant employees, including 176 males and 82 females – split 68% male, 32% female. This is a decrease of 5.5% in total headcount from 2024 of 273, with our female/ male split being higher with the male population

Calculation	Hourly pay gap including bonus	Hourly pay gap excluding bonus	Bonus pay gap
Mean	5.2%	4.9%	12.9%
Median	-1.2%	-1.2%	0%

Bonus



94% of male employees received a bonus

99% of female employees received a bonus



Our Pay Quartiles in 2025

The pay quartiles show the percentage of men and women in each quarter of our workforce when ranked by hourly rate and split into four equal sections.

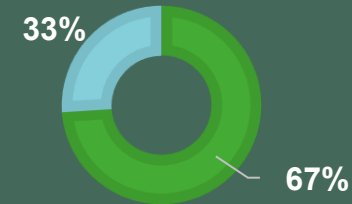
Our overall workforce is split 68% male and 32% female, but for Gender Pay Gap purposes all calculations need to be based on full pay relevant employees. In 2025, this was a similarly split, percentage wise ,67% male and 33% female.

Our pay quartiles show the lower and upper quartiles have the same gender splits. With the lower middle having the greatest proportion of males to females while the upper middle has the lowest proportion of males to females.



LOWER

■ Male ■ Female



Role type: Apprentice, Operative, Junior Administrator

LOWER MIDDLE

■ Male ■ Female



Role type: Operative, Administrator, Technician

UPPER MIDDLE

■ Male ■ Female



Role type: Operative, Technician, Team Leader, Supervisor

UPPER

■ Male ■ Female



Role type: Specialist, Engineer, Manager, Senior Manager, Executive