

# Gender Pay Gap Report 2025



Founded in 1954, ABP Ireland (“ABP”) is a leading processor of quality Irish beef and lamb, working side-by-side with over 20,000 farmers to deliver an award-winning range of fresh meat products to the retail, wholesale and foodservice markets in Europe and worldwide.

ABP is pleased to present its 2025 Gender Pay Report in accordance with the Gender Pay Information Act 2021. For this report, the snapshot date was 30<sup>th</sup> June 2025.

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

<b>Gender Pay Gap</b>	<b>Bonus Gap</b>
<b>Mean 14.5%</b>	<b>Mean 60.1%</b>
<b>Median 7.5%</b>	<b>Median 0.0%</b>

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

**Male: 88.4%** **Female: 86.9%**

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

Band	Males	Females	Description
1	84.8%	15.2%	Includes all employees whose standard hourly rate places them in the upper quartile
2	81.0%	19.0%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
3	66.6%	33.4%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
4	63.4%	36.6%	Includes all employees whose standard hourly rate places them in the lower quartile

ABP operates in the agri-food and meat industry. The processing sector in which we operate has a long history of under representation of women. As of the snapshot date, 26% of ABP’s employees were female which represents a slight uplift versus the 24% female representation in our 2024 Gender Pay Report.

As part of the ABP People Strategy, we have highlighted Inclusion & Belonging as one of our strategic priorities. ABP seeks to promote a culture of diversity and inclusion, including through support of, and engagement in, strategic partnerships, such as with Meat Business Women, who this year signed a Food Business Charter to which ABP is a signatory. Internally, the ‘ABP She’ program was launched in September 2022 with the aim of supporting and identifying female talent within the business. The program offers a range of practical supports to female colleagues alongside celebrating female role models, from different nationalities and experience levels.

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This year we have rolled out further training for our people managers alongside introducing new processes that ensure female representation is considered for all senior management learning and development interventions and early careers recruitment and training programs.

ABP remains committed to continuing to promote gender balance at all levels of our workforce. 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. To embed this practically, we continue to roll out our performance and talent management program STRIVE with the view to having individually tailored conversations with each colleague about their career journey. Through this vehicle we can 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 30<sup>th</sup> June 2025.

A handwritten signature in black ink, which appears to read 'Bernie McGeough', is positioned above the printed name.

Bernie McGeough

HR Director

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