

2022 Gender Pay Summary

Despite the terms “gender pay gap” and “equal pay” being used interchangeably, they refer to two separate concepts.

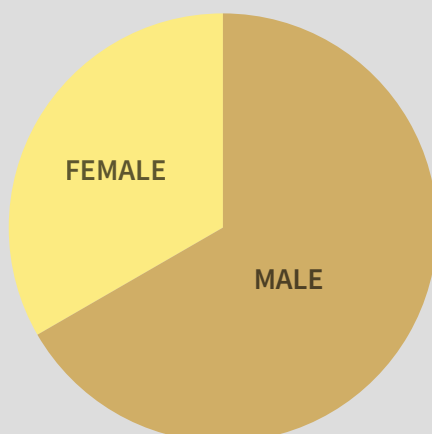
Gender Pay Gap is the difference between the average hourly pay of males and of females across all levels of an organisation, regardless of the nature of the work itself.

Equal pay is when a company pays both male and female employees the same amount for performing similar work or work of equal value.

A gender pay gap **does not mean that employees in an organisation do not receive equal pay for equal work.** It illustrates a gender representation gap and is a comparison of the average hourly earnings of female and male employees

DVF results are based on our workforce on a snapshot date of 30th June 2022

The food processing industry in Ireland is traditionally male dominated and this is borne out in the gender split below with 66% of the overall workforce male.



Quartiles:

DVF organised our employees into quartiles and calculated the proportion of male and females in each quartile:

	Female	Male
Lower	37%	63%
Middle Lower	38%	62%
Middle Upper	40%	60%
Upper	19%	81%

Circa 62% of jobs in the lower, middle lower & middle upper are occupied by males while 81% of roles in the upper quartile are occupied by males, reflecting the fact that males fill more of the higher paying roles.

Mean Gender Pay Gap: 13%

While DVF has equal pay for men and women in the same roles, we have a gender pay gap as men and women are not equally represented at all levels and disciplines in the organisation.

The Mean Pay Gap is also inflated by the fact that Pay includes overtime pay and the male cohort of employees in Dew Valley tend to work more overtime, which drives up their hourly rate of pay.

Median Ordinary Pay Gap: 4%



TEMPORARY EMPLOYEES:

Mean Gender Pay Gap for Temporary Contract Employees	2%
Median Gender Pay Gap for Temporary Contract Employees	4%

BONUSES:

Proportion Receiving Bonuses incl vouchers:

Male	100%
Female	100%

Mean Bonus Gap. 52%

DVF have a mean bonus gap as men and women are not equally represented at all levels and disciplines in the organisation.

Median Bonus Gap 0%

BIK:

Mean BIK Gap.....	-6%
Median BIK Gap.....	3%
Proportion receiving BIK: Male	3%
Female.....	1%

*What are DVF doing to address the Gender Pay Gap?
Growing our female talent pipeline and numbers in the upper quartile of the organisation.*

