

GENDER PAY GAP REPORT IRELAND

2024 Report



DANONE
ONE PLANET. ONE HEALTH

Danone UK
& Ireland



DANONE – LEADERS IN SUSTAINABLE VALUES

Danone is a leading health-focused food and beverage company dedicated to delivering health through better nutrition in a sustainable way to as many people as possible.

With factories in Macroom, Co. Cork and Rocklands, Wexford, and an office in Dublin, Danone employs more than 700 people in Ireland. Danone's portfolio of market-leading food and beverage products support the health of millions of consumers and patients worldwide throughout all stages of their lives, and includes leading brands such as Actimel, Activia, Alpro, GetPRO, evian and Volvic.

Danone is also a leading provider of specialised and early-life nutrition products and services through our Nutricia, Aptamil and Cow&Gate brands. In the UK and Ireland, millions of people eat or drink one of Danone's products every day.

Danone aims to inspire healthier and more sustainable eating and drinking practices, in line with our 'One Planet. One Health' vision, which reflects our belief that the health of people and the planet are interconnected.

This is our third consecutive year publishing our Ireland Gender Pay and Bonus Gap report. We take our commitment to equal pay very seriously and are proud of our transparent pay policy, as well as our approach to recognising and rewarding our people. We are a people-powered company, where everyone, at every level, has a voice and share in Danone's future.

As a leading B Corp in Ireland, and the first top 10 branded food and healthcare manufacturer in the UK & Ireland to certify, we are committed to giving our people and the planet the same priority as shareholder value. Our commitment to using business as a force for good is integral to Danone's ambition to obtain global B Corp certification by 2025 and is evident through our daily interactions with our people, customers, communities and the environment.

www.danone.ie



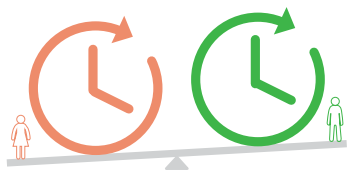
THE GENDER PAY GAP

Our transparent pay policy rewards people predominantly on sustainable performance and the ability to grow, ensuring we pay in a fair and impartial manner across the business. Gender distribution and pay levels across all grades are key considerations in our pay strategy.

Having determined the individual's hourly rate based on a range of pay elements and hours worked, we are publishing the following statistics:

- Employee Quartiles – which means ranking employees from the lowest to the highest so that the total workforce is split into four equal groups
- Proportion of male and female employees in receipt of bonus
- Mean Bonus Pay Gap – which is the difference between the bonus earnings for women compared to men in the business
- Median Bonus Pay Gap – which is the difference of bonus earnings between women and men at the mid-point of each gender group in the business

MEASURING THE GAP - WHAT IT MEANS



The mean gender pay gap is the difference between the average hourly rate of pay for women compared to men in an organisation.

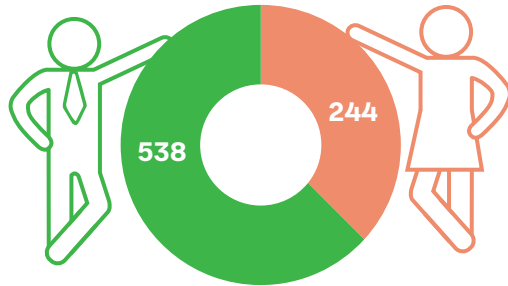


The median pay gap is the difference between the hourly rate of pay and bonus earnings between women and men at the mid-point of each gender group in the business.



DANONE IRELAND RESULTS

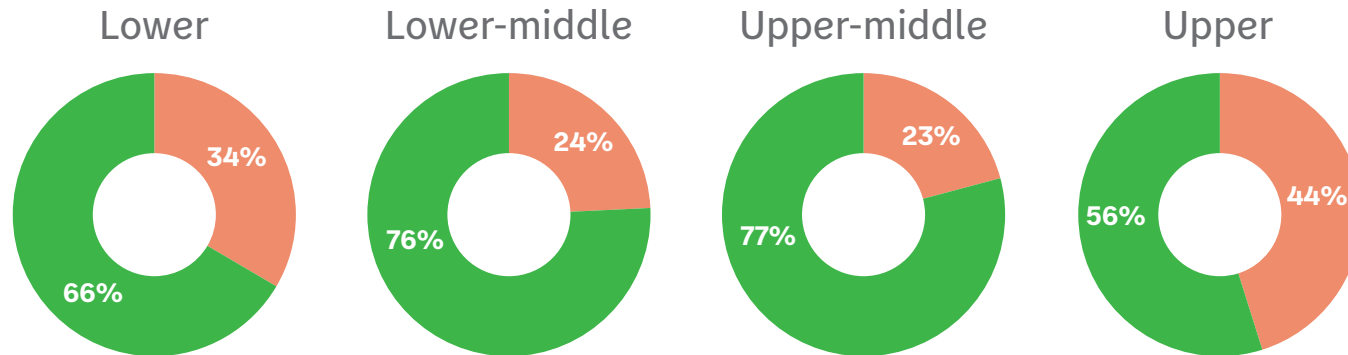
Danone IRL Population 2024



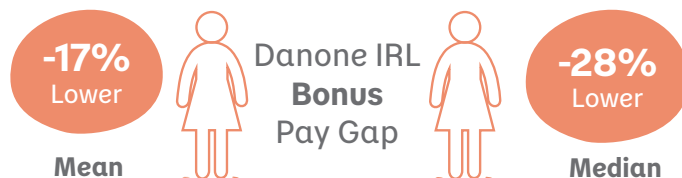
Danone IRL Gender Pay Gap 2024



Population by Pay Quartile 2024



Bonus Pay 2024



Proportion of Men and Women Receiving a Bonus



KEY

Green = Male Orange = Female

WHAT WE'VE BEEN WORKING ON

Across the UK & Ireland, as Danoners we are united in our differences by a common purpose - to bring health through food to as many people as possible. When our teams reflect the diversity of our patients and consumers, we can truly understand and serve their needs; fuelling performance and enabling innovation and growth.

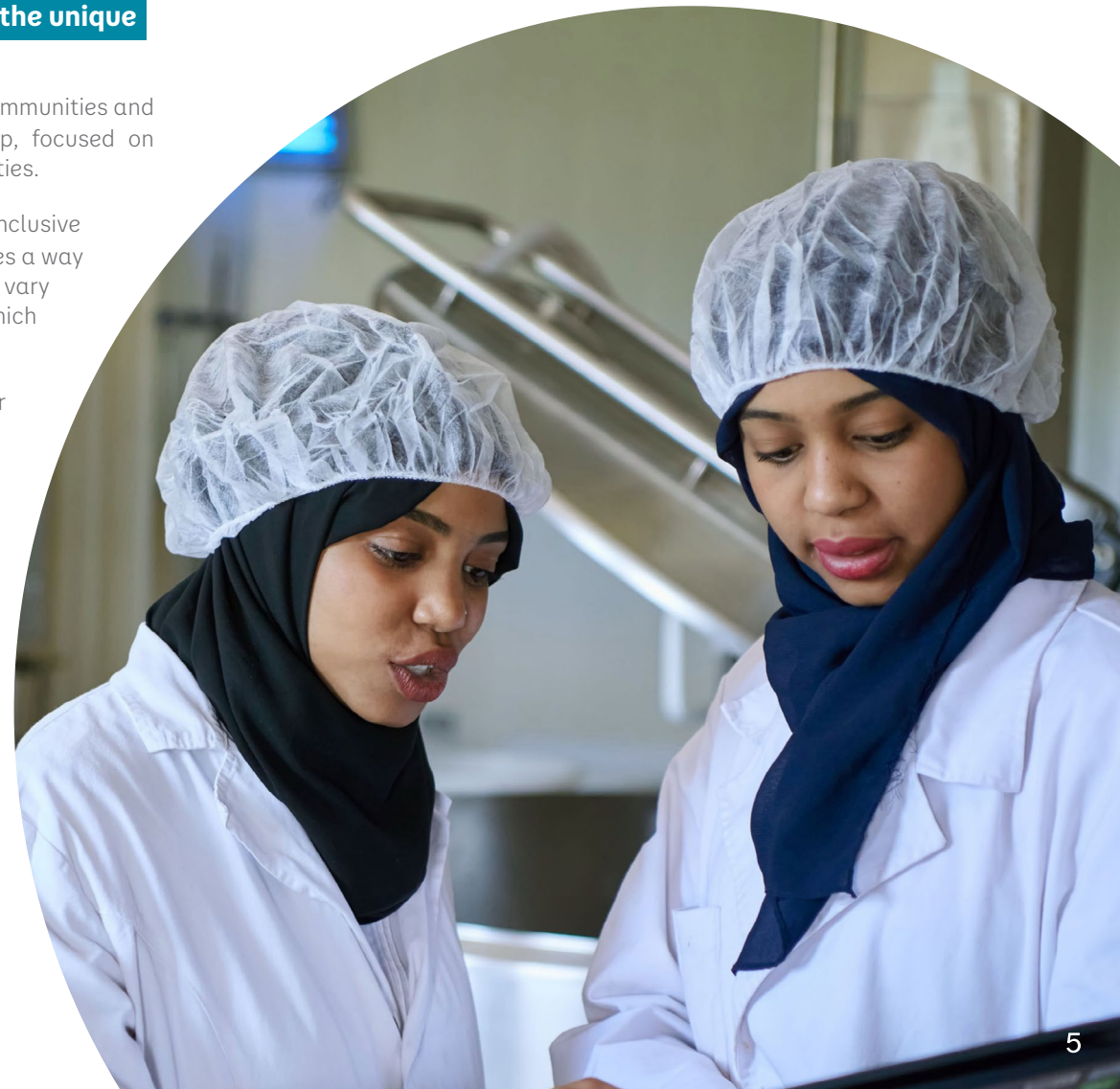
Our ambition is for every Danoner to feel included, heard and valued for the unique contribution they bring.

Inclusive Workplace: Our Employee Network Groups (ENGs) aim to build inclusive communities and drive change. There are six self-formed groups, each with Director-level sponsorship, focused on women's empowerment, LGBTQIA+, BAME, working parents, carers and those with disabilities.

Smart Working Culture: We have a smart working ambition to build a more equal, inclusive and sustainable people powered business that leaves no one behind. Smart working creates a way for employees to shape the way in which they work, within their core weekly hours. This will vary depending on the nature of each individual's role, business needs and preferences, all of which are to be mutually agreed with their people manager.

Embedding Inclusive Talent Practices: We have been working with Talent Mapper to integrate diversity, equity and inclusion (DEI) considerations in our talent practices. We shifted our approach to focus on candidates' capabilities and potential to ensure opportunities are accessible to a more diverse talent pool. A new job advert template removes potentially biased language, prioritises skills over experience, and includes transparent salaries and deadlines. We have adopted more robust assessment tools and all hiring managers complete inclusive hiring training. The next phase of this project will improve the accessibility of our careers site for neurodiverse candidates and involve working with our BAME ENG group to attract candidates from under-represented ethnic groups.

Pioneering Inclusive Brands: Marketing and advertising have a large impact on the decisions consumers make and we have an important responsibility to engage respectfully with all audiences. We enlisted the support of the Diversity Standards Collective (DSC) to create our Danone Production Charter which guides how we recruit consumer research groups, cast brand marketing campaigns and develop products. For example, the DSC helped us ensure that our recent Cow & Gate advertising campaign did not reinforce gender stereotypes.



DECLARATION

We confirm the information and data reported are accurate as of the snapshot date 30 June 2024.



Nora Iskandar, VP HR, UKIRL



James Mayer, General Manager, UKIRL

