

Gender Pay Gap Report 2023

Founded in 2008, Rosderra Irish Meats is Ireland's largest pigmeat processing company. Specialising in the slaughter and processing of pigment, the company supplies a full range of port and bacon products prepared to specification form using high quality raw materials.

Rosderra Irish Meats operations in Ireland encompasses two slaughter and processing plants in Roscrea, Co Tipperary and Edenderry, Co Offaly, a value add operation in Jamestown, Co Leitrim and a cold store operation in Clara, Co Offaly. Additionally the business operate a number of pig farms across the country. Its head office is based Edenderry co. Offaly

Rosderra Irish meats is pleased to present its 2nd Gender Pay Gap Report in accordance with the Gender Pay Gap Information Act 2021.

For this report the snapshot date was 30th June 2023.

Data

Our data shows that 83% of the workforce is male and 17% is female.

Pay

Required Information		Rosderra 2023
The difference between the mean hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean hourly remuneration of employees of the male gender		7.53%
The difference between the median hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the median hourly remuneration of employees of the male gender		0.90%

Quartiles

	Male	Female
The respective percentages of employees who fall within the lower remuneration quartile pay band	84%	16%
The respective percentages of employees who fall within the lower middle remuneration quartile pay band	81%	19%
The respective percentages of employees who fall within the upper middle remuneration quartile pay band	86%	14%
The respective percentages of employees who fall within the higher remuneration quartile pay band	82%	18%

Bonus as part of Pay

	Male	Female
The percentage of all employees of the male gender who are paid bonus remuneration and the percentage of all employees of the female gender who were paid such remuneration	1%	0%

Commentary

- A median gender pay gap of <1 % exists. Any gap is primarily explained by the level of overtime completed, which is an individual decision and choice.
- The meat processing sector and work relating to animal slaughter has a long history of male dominance and underrepresentation of women. Of the relevant employees reported, 17% are female and 83% are male.
- As a business we are committed to rewarding people fairly and our pay decisions are impacted by government legislation, union agreements and based on the skills and activities undertaken by an individual.
- We are committed to and operate an 'equal pay for the same role'.
- We review and evaluate our approach to compensation and bonus arrangements to ensure that they remain appropriate, effective and fair.
- We acknowledge that there is not a single or short term solution to achieving a fully inclusive organisation. We aim to promote gender balance at all levels of our workforce, in line with the overall workforce split, and continue to encourage more underrepresented employees into our workforce and in particular into operational roles.
- Rosderra Irish Meats are committed to the balance of gender within different roles and departments across the business, in line with our overall workforce make up, and will champion equal access to career progression opportunities for all.
- We commit to continue to work with our colleagues, their representatives, and the wider industry to encourage women to pursue in a career in the pigment industry.

The information is based on data reported at the snapshot date of 30th June 2023.

David Birchall

Head of People – Rosderra Irish Meats