



GENDER PAY REPORT

IRELAND 2025

Hilton Foods Ireland

Gender Pay Gap 2025

Introduction

We are pleased to present the Hilton Foods Ireland Gender Pay Gap Report for 2025. While we have made some progress since 2024, we recognise that there is much more to do.

The gender pay gap is not the same as equal pay. Equal pay refers to men and women being paid the same for the same or similar work. The gender pay gap reflects broader structural differences in the workforce, particularly the distribution of men and women across business functions and levels of seniority at Hilton Foods Ireland.

The mean gender pay gap represents the overall average difference in pay between men and women. The increase in this figure suggests that higher-paid male employees are having a greater impact on the gap, due to a continuation of higher representation of men in senior roles.

The median gender pay gap remains lower and stable. This indicates that for a “typical” employee at the midpoint of our pay distribution, the difference between male and female pay is relatively small. This tells us the gap is primarily influenced by the upper end of the pay scale, rather than being widespread across the workforce.

Action Planning

Supporting and advancing diverse talent continues to be a key priority. In 2024/25, our Accelerated Development Programmes achieved an almost equal gender split, with 51% female and 49% male participation. This reflects strong female representation in our leadership pipeline and supports long-term gender balance at senior levels.

To further empower career development, we continue our partnership with Meat Business Women, offering unlimited memberships to all colleagues. This provides access to valuable networking, mentoring, and development opportunities and reinforces our commitment to attracting, developing, and retaining diverse talent across the industry.

These initiatives are just some of the ways we are building a more inclusive Hilton Foods and enhancing gender balance across our business. We are proud of the progress made so far, but we know there is more to achieve.

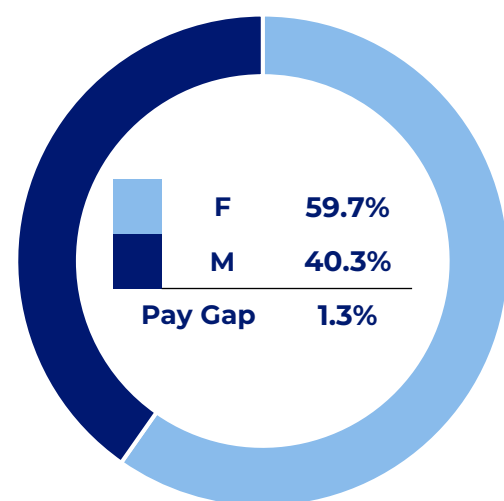
Decorative blue geometric shapes in the bottom right corner, consisting of overlapping triangles and quadrilaterals in various shades of blue.

For part-time workers, pay gaps are significantly higher when compared to analysis of the whole group, this is skewed by a very small number of Part Time colleagues.

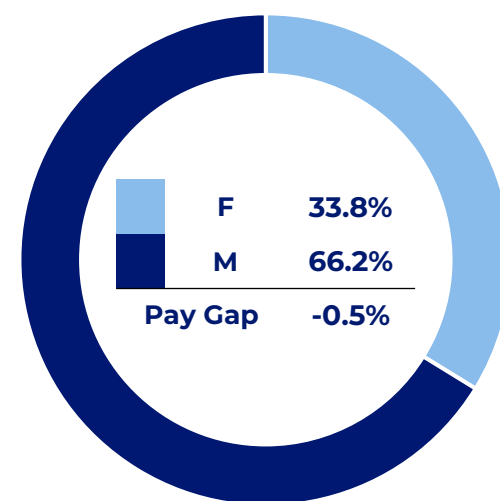
MEAN		MEDIAN	
All	P/T	All	P/T
28.3%	83.3%	7.3%	83.3%

MEAN		MEDIAN	
All	P/T	All	P/T
77.6%	99.0%	11.7%	99.0%

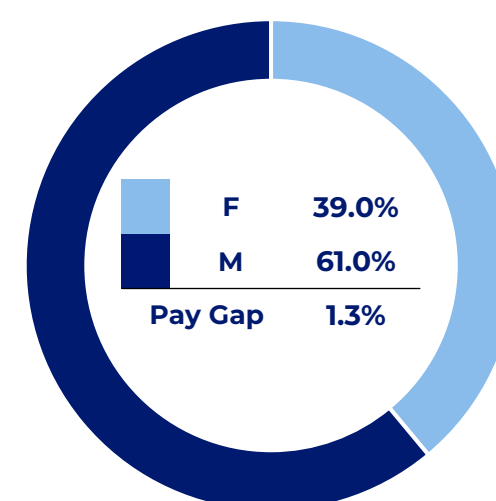
FEMALE		MALE	
All	P/T	All	P/T
78.2%	100%	75.0%	100%



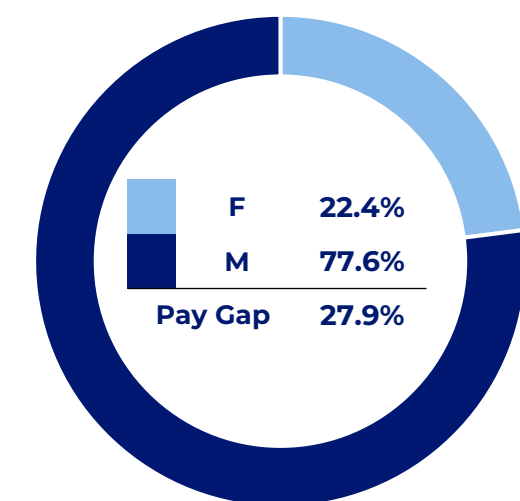
LOWER



LOWER MIDDLE



UPPER MIDDLE



UPPER