



GENDER PAY GAP REPORT





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Founded in 1962, Silver Hill Duck is a fully integrated duck producing company based in Emyvale Co Monaghan and is Ireland's only large-scale duck producing company. We are focused on the premium end of the food market and have developed an exclusive breed of duck, which is internationally renowned across high-end restaurants for its exceptional succulent taste and crispy skin. Silver Hill Duck began exporting in 1973 and is currently exporting to 32 countries around the globe, with exports currently representing +70% of the company's turnover.

Our people are an integral pillar of our success, and we welcome the Gender Pay Gap Report as an opportunity to get a baseline understanding of gender representation at all levels in our business. We are happy to report that 29.5% of our workforce are female. As a business we will continue to focus on even further improving gender representation throughout all levels of our company as we move forward.

In what is our inaugural Gender Pay Gap Report a snapshot date of 9th June 2024 was chosen. On this date the company had 207 full-time employees. As a leading global brand, we recognise that a diverse representation of consumers purchase our products on a weekly basis and as such we are committed to developing a more diverse and inclusive workforce as we grow our business over the coming years. Our focus over the next 12 months is to reduce our Gender Pay Gap and increase female representation further at all levels in the company.

Micheál Briody

Managing Director

**WE ARE COMMITTED TO DEVELOPING
A MORE DIVERSE AND INCLUSIVE
WORKFORCE AS WE GROW OUR BUSINESS
OVER THE COMING YEARS.**



THE GENDER PAY GAP INFORMATION ACT 2021 REQUIRES ORGANISATIONS TO REPORT ON THEIR HOURLY GENDER PAY GAP ACROSS A RANGE OF METRICS. FROM JUNE 1ST, 2024, EMPLOYERS WITH 150 OR MORE EMPLOYEES ARE REQUIRED TO PUBLISH GENDER PAY GAP REPORTS, DUE TO THESE CHANGES IN CRITERIA SILVER HILL FOODS IS NOW PUBLISHING OUR FIRST GENDER PAY GAP REPORT.

Silver Hill Duck has chosen June 9th, 2024, as our snapshot date and the following tables provide details on our gender pay gap metrics and quartile pay bands:



Mean Pay Gap for full time employees:
At the mean for full time employees, women's hourly rate is 11.4% lower than that of men.

11.4%

Median Pay Gap for full time employees:
At the median for full time employees, women's hourly rate is 2.20% lower than that of men.

2.2%



Proportion of Males receiving a bonus.

15.07%

Proportion of Females receiving a bonus.

18.03%



Bonus Gap: At the Mean point women received 46.1% less of a bonus than men.

46.1%

Median Bonus Gap: At the median point women received 26.5% less of a bonus than men.

26.5%



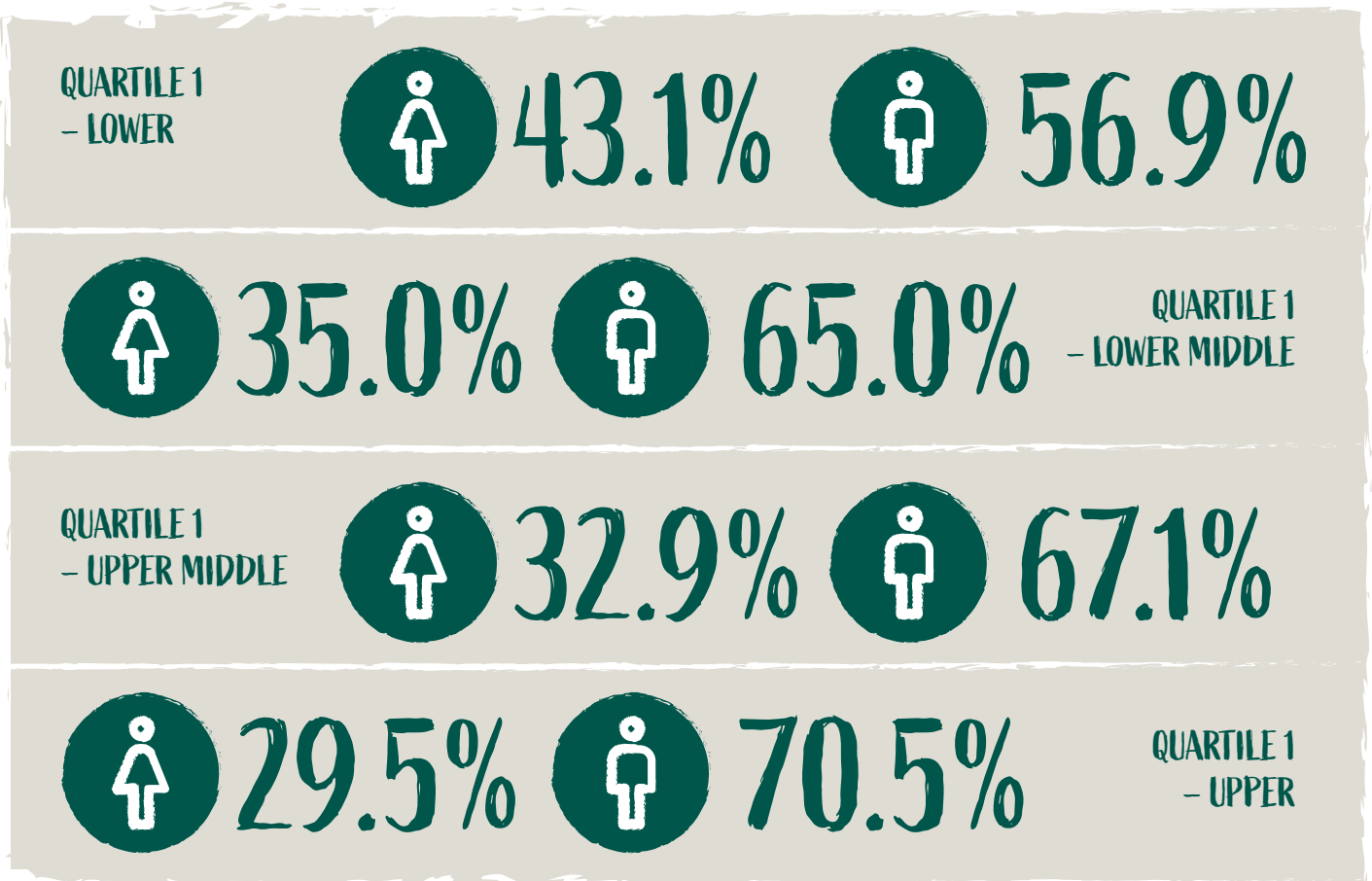
WHAT WILL SILVER HILL FOODS DO IN 2025 TO IMPROVE REPRESENTATION AND REDUCE THE GENDER PAY GAP?

During 2025 and the years ahead we aim to proceed with actions and initiatives aimed at reducing the gender pay gap. We remain committed to ensuring gender balance across the business, continuously building upon the progress that has been made to date.

Silver Hill Duck will continue to promote a culture of diversity and inclusion across its business through a number of projects and initiatives. We also review the language used in job descriptions to ensure and encourage applications from all genders.

We provide training for HR managers and personnel to recognise and address unconscious biases in hiring, promotion, and compensation decisions.

Silver Hill Duck positively promotes career progression to all and is committed to ensuring that women have access to the same opportunities as their male counterparts. 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.





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