



Gender Pay Gap Report 2023



About Us

Irish at heart, global by nature, Dole plc has evolved from a modest wholesale business in the North East of Ireland in the 1850's into the world's #1 fresh produce provider. See- www.doleplc.com

Dole Ireland operates 13 facilities across the island of Ireland – supported by a wide network of the most accomplished local growers. Our industry leading, vertically integrated supply chain extends across the globe while best agronomic and sustainable practices lie at the heart of all that we do. Growing, sourcing, importing, packaging, marketing and distributing over 300 lines of fresh produce, Dole Ireland's range of local and global produce extends from the more familiar to the truly exotic. Serving the retail, wholesale and foodservice sectors, we are a complete fresh produce solution provider – offering a comprehensive menu of services to our customers ranging from simple service provision to complete Category Management. Our mission always, is to reduce ever further the gap between the grower and the consumer and make the world a healthier, more sustainable place.

See: www.doleireland.com

Our Approach

Dole Ireland's approach to addressing gender pay gap issues reflect our business' core values and Dole plc's Code of Business Conduct and Ethics. Developed to reflect Dole's commitment to ethical trading practices this code of conduct acknowledges our responsibility as a business to our colleagues, our shareholders, our growers and suppliers, our customers, the communities in which we work, grow and trade, consumers, and wider society in general. Dole Ireland Limited is committed to providing equality of treatment to all existing and potential employees. We recognise and promote the value of diversity across our businesses endeavouring to ensure that all feel included and valued irrespective and, indeed because of, their differences. We are committed to the goal of equal opportunity in employment. We seek to provide a work environment for employees that fosters fairness, equity and respect for social and cultural diversity and is free from discrimination and harassment.

OUR CORE VALUES...





Pictured: KEY TALENT PROGRAMME Class of '23

Under the duties set out in Gender Pay Gap Information Act 2021, the Company is publishing information on its gender pay gap for all Irish companies that engage 250 or more employees. Dole Ireland Limited employed 250 or more relevant employees as of 30/06/23. The table on the right sets out the gender pay gap statistics for Dole Ireland Limited.

It is a long standing feature of the international fresh produce sector that a greater proportion of men than women have pursued careers in the industry. This is a trend that remains evident in the local fresh produce sector to this day. Dole Ireland Ltd currently employs over twice as many males as females while 79% of employees in the higher hourly rate quartile are male. Dole Ireland Limited has a mean gender pay gap of

18% and a gender bonus gap of 56%. 72% of males receive a bonus and 79% of females.

Dole Ireland Ltd is committed to addressing the gender pay gap. We are aware that the profile of our employee base contributes to disparities between the remuneration profile of genders. For example, However, higher bonuses are paid to employees in more senior roles, roles which continue to be disproportionately occupied by males. Similarly, sales positions, another area dominated by men, are typically associated with higher, commercial performance related bonuses than other roles across our operations. Through initiatives such as our Key Development Programme we are working to influence the profile of our employee base and the associated in pay.

Proportion of employees in each quartile

Pay Quartile	Male	Female
Upper	79%	21%
Upper Middle	67%	33%
Lower Middle	68%	32%
Lower	74%	26%

Mean & Median Pay and Bonus

	Mean	Median
Gender Pay Gap	18%	3%
Gender Bonus Gap	56%	33%

Proportion of employees receiving a bonus

Male	72%
Female	79%



Mean & Median

The gender pay gap shows the difference between the mean (average) and median (mid-point) pay and bonus earnings of male and female employees.

Proportion of employees receiving a bonus

The proportion of male and female employees who were paid any amount of bonus pay.

Proportion of males and females in each pay quartile band

The proportion of men and women in four quartile hourly rate pay bands ranked from the lowest hourly rate.



www.doleireland.com