



Dole Ireland Ltd

# Gender Pay Gap Report (GPGR)

31 Dec 2022



## Gender Pay Gap Report (GPGR)

**Dole Ireland Limited is part of Dole plc, the world's leading fresh produce provider. Operating out of 30 countries, our vertically integrated supply chain extends across the globe incorporating over 250 facilities. Growing, sourcing, packing, marketing, and distributing over 300 lines of fresh produce, our range extends from the more familiar to the truly exotic and our mission, always, to make the world a healthier, more sustainable place.**

With the coming together of Total Produce plc and Dole Food Company, Inc., to create Dole plc in July 2021, a new code of conduct, the Dole plc Code of Business Conduct and Ethics was developed reflecting Dole's commitment to ethical trading practices and more specifically 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.



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We want all our colleagues to come to work, feeling comfortable every day, regardless of their makeup.

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 employs 250 or more relevant employees as of 30/06/22.

The following table sets out the gender pay gap statistics for Dole Ireland Limited.

Dole Ireland Limited has a mean gender pay gap of 14% and a gender bonus gap of 60%. 68% of males receive a bonus and 73% of females.

Traditionally within Fresh Produce a greater proportion of men than women have pursued careers in the industry. This trend continues to be prevalent today. Consequently, Dole Ireland Ltd currently employs over twice as many males as females and 81% of employees in the higher hourly rate quartile are male.

Dole Ireland Ltd is committed to addressing the gender pay gap. However, certain factors impact on our performance. Bonus payments, for example, are widely provided to all employees. However, higher bonuses are paid to those in more senior roles, roles which continue to be predominantly occupied by males. Similarly, sales positions, another area dominated by men, receive bonuses based on financial performance.

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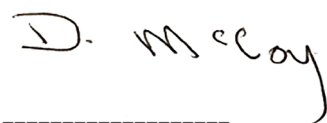
Proportion of employees in each quartile		
Pay Quartile	Male	Female
Upper	81%	19%
Upper Middle	63%	37%
Lower Middle	73%	27%
Lower	66%	34%

Mean & Median Pay and Bonus		
	Mean	Median
Gender Pay Gap	14%	2%
Gender Bonus Gap	60%	9%

Proportion of employees receiving a bonus		
Male	68%	
Female	73%	

The Company has held several campaigns to raise awareness of Diversity and Inclusion across all businesses. In March 2022, working with an external business, we celebrated International Women’s Day which focused on highlighting the achievements and contributions of women within our business and society in general. In October 2022, we ran both Diversity & Inclusion and Unconscious Bias Training courses across our businesses. We believe initiatives of this nature help to provide all employees with greater confidence to achieve their full potential, which we

openly support and continually encourage. These GPG measurements are distinct from equal pay, which is about ensuring males and females are paid the same for conducting work of equal value. Dole Ireland does not promote pay differentials for different genders undertaking equivalent roles.



Des McCoy  
**Managing Director,**  
**Dole Ireland Limited**  
Date: 31/12/22





### **Key:**

#### **Mean and 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 men and women 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.

