



# Fairness and Transparency of Rewards Statement

Dawn Meats recognise the importance of establishing and maintaining a culture where team members efforts and results are appreciated. Management encourage the recognition of good work, team members going the extra mile and employees who support the team.

At Dawn Meats:

- Reward and recognition is a crucial part of engaging and motivating team members and ensuring that Dawn Meats is a great place in which to work.
- We are committed to providing a stable working environment with opportunities to earn, commensurate with roles and responsibilities.
- We are committed to a fair rewards structure with similar operational roles having a transparent pay structure.
- We respect, empower and engage with our people, we are dedicated to excellence and continuous improvement and we act responsibly.
- Recognition is meaningful and personalised to the individual or the team. Dawn Meats is committed to ensuring that those whose performance merits recognition is highlighted. It is important that the recognition is linked to performance and done in a timely fashion.
- We recognise and encourage a customer focused operation where people take pride in their work and where quality and standards are aligned with the company's mission and values with team members promoted, based on their competency to perform roles within this framework.
- We encourage team behaviours and this is reflected in our team-based approach within and across professions, divisions and geography.
- We recognise excellent performance and achievement of standards as well as the overall contribution of team members.
- We will regularly review industry benchmarks, external markets and labour trends to determine our approach to reward and recognition.
- We will appoint the most appropriate people to fulfil roles within the company, aligned to our customer focused values and will promote people based on knowledge, skills, competency and application.
- We are cognisant of the different types of risks associated with rewards and take steps to mitigate them. These risks include: strategic, behavioural, legal, ethical, governance and financial.

Niall Browne  
Chief Executive  
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