



O'BRIEN
FINE FOODS

Gender Pay Gap Reporting

O'Brien Fine Foods 2022

Grow Our People

At O'Brien Fine Foods our People vision is to Grow our People by developing our talent throughout their careers, ensuring our systems and processes optimise their time, making OBFF a safe place where our people love to come to work.



Introduction

O'Brien Fine Foods is a family owned and run business, in line with our purpose to bring better quality food to everyone, every day, we are determined to get better in all areas of our business. We welcome the Gender Pay Gap Report as an opportunity to focus on better gender representation throughout all levels of our organisation. For us this data will support an ongoing dialogue on what Diversity, Equity, Inclusion and Belonging looks like for our business now and for the future.

I am proud to say that the Senior Leadership Team of this business has a representation of 60% women. We recognise that as an industry a lot of focus needs to be given to diversity of gender in all roles and within our business we are committed to positive action.

As a food business with some of the best loved brands in the market, we fully consider all our stakeholders including our customers, our consumers and of course our people. A diverse representation of people buy our products so having their unique perspectives represented in our workplace is critical.

We have made conscious decisions in the past year on our approach to remote working, working smarter and flexibly with the intention of attracting and retaining female talent and making a career with OBFF more accessible and sustainable while blend family commitments or other priorities. We are happy to share this data in what we see is the beginning of a road to improvement.

In 2023 we will focus on how we can further demonstrate that O'Brien Fine Foods is a diverse and inclusive employer through our commitment to reduce our gender pay gap year on year.

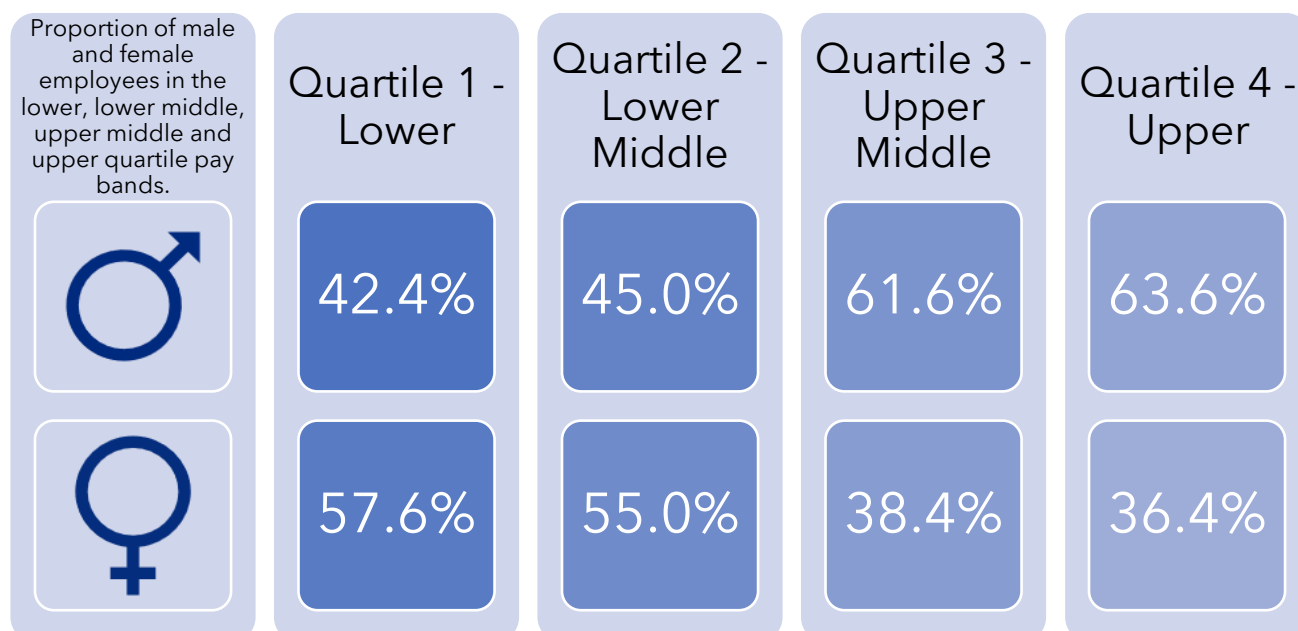
I can confirm that the following data is accurate.

John O'Brien,

Managing Director.

Our Gender Pay Gap Metrics

Description of data:	Statistic:
% Mean Pay Gap for Full Time Employees: At the mean for full time employees, women's hourly pay rate is 13.9% lower than that of men.	13.9%
% Mean Pay Gap for Part time Employees: At the mean for part time employee's, women's hourly pay rate is 38.5% lower than that of men.	38.5%
% Median Pay Gap for full time Employees: At the median for full time employees, women's hourly pay rate is 8.6% lower than that of men.	8.6%
% Median Pay Gap for Part time Employees: At the median for part time employee's, women's hourly pay rate is 39.1% lower than that of men.	39.1%
% Mean Bonus Gap: At the mean point women are paid 25.8% less bonus than men.	25.8%
% Median Bonus Gap: At the median point women are paid 29.6% less bonus than men.	29.6%
% Proportion of Male & Female receiving Bonus	
Male: 6.5% of men received a bonus	6.5%
Female: 2.8% of women received a bonus	2.8%
% Proportion of Male & Female receiving BIK	
Male: 9.7% of men received BIK	9.7%
Female: 7.8% of women received BIK	7.8%



Positive Action Plan to promote and improve representation in O'Brien Fine Foods

What have we done in the past 12 months to promote representation in our business?

- We have enhanced our maternity policy to make the workplace more accessible for women who want to grow their family and return to work after maternity leave in all departments.
- We have introduced further flexibility in work practices and remote working options outside of our core production roles.
- We have launched an internal Mentorship programme with an emphasis on Women to Women mentoring in 2023.
- We have complete transparency and equity on our Operations team rates for General Operative and Team Leaders through our GROW programme irrespective of gender.

What will we do in 2023 to improve representation and reduce the Gender Pay gap in our business?

- Engage our workforce on the topics of DfE&B to understand how we can be better informed and make better decisions around the matter of representation.
- Regularly review our positive action plans at Senior Leadership Team level to ensure we are aligned on how we make the changes required.
- Review our Operational Management roles and career paths to understand how we can ensure they are appealing to men and women and retaining the best female talent in our business. We will actively try to remove perceived barriers to these roles for women and other minorities.
- Continue to encourage greater representation across all departments in the Women to Women mentoring (MIND) programme in 2023.
- Continue our participation in the AgDif Taskforce with Bord Bia to drive the agenda of gender inclusion and representation in the food industry.
- We will continue to review our policies and work practices to identify opportunities for improvement.

