



O'BRIEN
FINE FOODS

Gender Pay Gap Report 2023:

Introduction from the Managing Director, John O'Brien.

On behalf of O'Brien Fine Foods, I wish to confirm that the following data is accurate.

In the past 12 months, O'Brien Fine Foods has implemented a multifaceted approach to address and reduce gaps in gender representation within our business. Our commitment to this endeavour is demonstrated through our engagement in the BCorp certification process and participation in Sedex ethical audits across our sites, which both provided comprehensive insights into representation disparities within various facets of our business. That said we feel as a business we are very much at the beginning of the DE&I journey and see much opportunity to drive change through positive representation initiatives and practices.

Building on a strong start in 2022, this year we introduced a career break policy in response to employee consultation and requests. We are beginning to see positive results with the enhancement of our family-focused policies, attracting and retaining talent.

Looking ahead to 2024, we are poised to strengthen our representation initiatives and bridge gender gaps within our workforce. This includes incorporating Diversity, Equity, and Inclusion (DE&I) plans as focal points in our People Strategy, with dedicated training for People Manager Effectiveness. Engaging our workforce on DE&I topics will be a priority, ensuring informed decision-making and heightened awareness of representation as a crucial dimension of our organisational culture.

Our internal Mentorship program will have a dedicated focus on Women-to-Women mentoring in 2024. Our commitment to transparency and equity is exemplified through the GROW program, where Operations team rates for General Operatives and Team Leaders are openly communicated, irrespective of gender.

Regular reviews of positive action plans at the Senior Leadership Team level will ensure alignment in effecting necessary changes. The Women-to-Women mentoring (MIND) program will persist, fostering greater representation and building stronger internal working relationships across all departments.

O'Brien Fine Foods will continue its participation in the AgDif Taskforce with Bord Bia to drive gender inclusion in the food industry. Collaborating with fellow IBEC members and having regular dialogue with other businesses through Kildare Chamber, we will stay informed about sectoral and national trends, identifying opportunities for improvement in all aspects of DE&I, particularly gender representation. Most importantly, we will continue to engage with our people on how we can remove perceived or actual barriers to their progression.

As a proud family business and as part of our ongoing commitment to progress, policies and work practices will be reviewed, with plans to introduce and enhance policies in 2024 focusing on Women's Health Issues, the journey to parenthood, and support for individuals affected by domestic violence. Through these strategic initiatives, O'Brien Fine Foods is dedicated to fostering a more inclusive and equitable workplace in the coming year and beyond.

At O'Brien Fine Foods, we are committed to actively working on reducing our gender pay gap year on year. We believe that the bar set by the BCorp certification in 2023 will support our drive to focus on making improvements to support equality in our workplace for all underrepresented groups.

John O'Brien,

Managing Director.

Reportable data for the relevant period ending 30th June 2023:

Description:	2023 Statistic:
% Mean Pay Gap for Full Time Employees: At the mean for full time employees, women's hourly pay rate is 5.9% lower than that of men.	5.9%
% Mean Pay Gap for Part time Employees: At the mean for part time employee's, women's hourly pay rate is 53.9% lower than that of men.	53.9%
% Median Pay Gap for full time Employees: At the median for full time employees, women's hourly pay rate is 6.1% lower than that of men.	6.1%
% Median Pay Gap for Part time Employees: At the median for part time employee's, women's hourly pay rate is 55.0% lower than that of men.	55.0%
% Mean Bonus Gap: At the mean point women are paid 100% less bonus than men.	100%
% Median Bonus Gap: At the median point women are paid 100% less bonus than men.	100%
% Proportion of Male & Female receiving Bonus	
Male: 2.4% of men received a bonus	2.4%
Female: 0.0% of women received a bonus	0.0%
% Proportion of Male & Female receiving BIK	
Male: 10.2% of men received BIK	10.2%
Female: 10.1% of women received BIK	10.1%

Proportion of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

Quartile 1 - Lower	Male: 49.6% Female: 50.4%
Quartile 2 - Lower Middle	Male: 60.3% Female: 39.7%
Quartile 3 - Upper Middle	Male: 72.8% Female: 27.2%
Quartile 4 - Upper	Male: 63.4% Female: 36.6%