

# GENDER PAY GAP REPORT 2024.



## **An introduction from John O'Brien, Managing Director.**

As Managing Director of O'Brien Fine Foods, I wish to present our latest Gender Pay Gap Report, which reflects both our progress and ongoing commitment to creating an equitable workplace.

Our mean gender pay gap of 12.8% demonstrates that while we continue to make strides, there remains important work ahead to reduce this gap.

The past year has been significant at O'Brien Fine Foods. Following our BCorp certification and guided by insights from our Sedex ethical audits, we have moved from planning to implementation across several key areas. Policy, education, and data insight form the foundational elements for change in our business, strengthening year over year.

Our GROW program in operations continues to demonstrate the value of transparency in remuneration, as evidenced by improved retention rates across the business. Our People Manager Effectiveness training has equipped leaders with tools to support diverse teams and create more inclusive working environments, with a focus this year on Domestic Violence support training alongside policy implementation.

Looking ahead, we are investing in a new people system that will enhance our access to data and insights to drive equitable representation across our business.

As a family business with deep roots in our community, we understand that creating lasting change requires sustained commitment and regular dialogue with our employees. While we are encouraged by our progress, we remain focused on the work ahead.

This report represents our position and dedication to building an environment where all of our people can reach their full potential and thrive throughout their career with O'Brien Fine Foods.

Description:	2024 Statistic
% Mean Pay Gap for Full Time Employees: At the mean for full time Employees, womens hourly pay is 12.8% lower than that of men.	12.8%
% Median Pay Gap for Full Time Employees: At the median for Full Time Employees, women’s hourly pay is 10.5% lower than that of men.	10.5%
% Mean Bonus Gap: At the mean point women are paid 22.2% less bonus than men.	22.2%
% Median Bonus Gap: At the median point men are paid 40.8% less than women	40.8%

<b>Percentage Proportion of Male &amp; Female receiving Bonus</b>	
Male	7.2% of Males received bonus
Female	3.5% of Females received bonus

<b>Percentage Proportion of Male &amp; Female receiving Benefit in Kind (BIK)</b>	
Male	12.5% of Males received BIK
Female	9.3% of Females received BIK

**% Mean Pay Gap  
for Full Time  
Employees:  
12.8%**

**Data snapshot  
date:  
1st July 2023 –  
30th June 2024.**

Proportion of Male & Female Employees  
in the Lower, Lower Middle, Upper Middle &  
Upper Quartile pay bands.

