



Introduction

Oakpark Foods is a family owned and operated secondary processor of pork and poultry products. Operating across two sites in County Tipperary (Cahir & Clonmel) our mission is to deliver the consumer an innovative, healthier and sustainable product range which drives category growth for our customers. Our people are at the heart of our business, and we welcome the Gender Pay Gap Report as an opportunity to gain better understanding of gender representation at all levels in our business.

In what is our second Gender Pay Gap Report, a snapshot date of 30th June 2025 was chosen. On this date the company had 184 full-time employees with zero part-time employees and zero temporary employees. Compared to June 30th, 2024, our workforce had grown by 13.5%. We are proud of our workforce growth within a challenging environment and further note that female representation remained stable within this period of growth, with only a 1% reduction from 38% female representation in 2024 to 37% female representation in 2025.

I am delighted to report that 100% of male and 100% of female colleagues received a bonus in December 2024, we offer a fair and inclusive bonus system which has been in operation for over a decade and rewards all our workforces' efforts.

As a leading brand in Irish and British grocery retail we recognise the diversity of our consumers who purchase our products on a weekly basis and as such we are committed to developing a more diverse and inclusive workforce. Our focus in the year ahead is to reduce our Gender Pay Gap and ensure opportunities for female representation and their growth at all levels within the business.



Managing Director



Oakpark Foods – Gender Pay Gap Report 2025

Oakpark Foods is proud to present our second annual Gender Pay Gap Report, reflecting data as of 30 June 2025, in compliance with the Gender Pay Gap Information Act (2021). This year's report shows continued progress toward pay equity, gender balance, and inclusive growth, despite a competitive labour market.

Key Highlights:

- Workforce growth: +13.5% (184 full-time employees vs. 162 in 2024)
- Female representation: Sustained across all pay quartiles
- Improved equity: Women's hourly rate increased by 1.67% (mean, 2025 vs. 2024)
- Bonus equality: 100% of both male and female employees received bonuses

1. Workforce Overview

| Category | Detail |
|-------------------------|---|
| Total Employees (2025) | 184 (all full-time) |
| Change from 2024 | +13.5% (from 162) |
| Market Context | Achieved growth despite a challenging labour market |
| Gender Representation | Maintained balance across all pay quartiles |
| Hourly Rate Improvement | +1.67% for women (mean, 2025 vs. 2024) |

2. Gender Pay Gap Summary

| Description of Data | Statistic |
|--|-----------|
| Mean Pay Gap (Full-Time Employees) | 12.37% |
| Median Pay Gap (Full-Time Employees) | 5.12% |
| Proportion of Males Receiving Bonus | 100% |
| Proportion of Females Receiving Bonus | 100% |
| Bonus Gap (Mean) | 6.56% |
| Bonus Gap (Median) | -6.00% |
| Males Receiving BIK (Benefits in Kind) | 2.59% |
| Females Receiving BIK (Benefits in Kind) | 1.47% |



3. Payband Distribution by Gender

| Payband | % Females | % Males |
|--------------|-----------|---------|
| Upper | 20.0% | 80.0% |
| Upper Middle | 40.0% | 60.0% |
| Lower Middle | 20.6% | 79.4% |
| Lower | 41.5% | 58.5% |
| Overall | 37.0% | 63.0% |

4. Progress and Commitments

Oakpark Foods remains committed to fostering an inclusive and fair workplace. Our progress to date demonstrates measurable improvement, and we are taking further steps to sustain and accelerate that change.

Actions Undertaken (2025):

- Maintained equitable bonus and benefits policies across genders.
- Delivered Diversity, Equity, Inclusion & Belonging (DEIB) training for all people managers.
- Monitored internal mobility and tracked promotion rates by gender.

Actions Planned for 2026 and Beyond:

- Workforce Engagement - Continue Diversity, Equity, Inclusion and Belonging initiatives and awareness training across all levels of the organisation.
- Career Progression Equity - Enhance promotion tracking and ensure equitable opportunities for advancement.
- Talent Development Programme - Launch an operations-based performance and talent management programme to increase female representation in factory floor management roles.
- Partnerships and Learning - Collaborate with state bodies, training providers, and advocacy groups to stay at the forefront of gender equity.
- Policy Review - Conduct ongoing assessments of company policies and practices to sustain fairness and balance.

5. Conclusion

Oakpark Foods' 2025 Gender Pay Gap Report demonstrates continued workforce expansion with maintained gender balance, closing of the gender pay gap through active policy and engagement, and a consistent culture of fairness, transparency, and inclusion. Oakpark remains committed to continuous improvement, ensuring that all employees are valued, empowered, and rewarded equitably.