



Introduction

Oakpark Foods is proud to present our third annual Gender Pay Gap Report, reflecting data as of 28 June 2026, in compliance with the Gender Pay Gap Information Act (2021).

As a family-owned and operated business employing 195 people across our two sites in County Tipperary, we recognise that our people are our greatest asset. We welcome Gender Pay Gap reporting as an opportunity to review our progress in creating a diverse, inclusive and equitable workplace while continuing to support the growth of our business.

2026 marks our second consecutive year of workforce growth, with employee numbers increasing from 184 to 195 (+5.9%). Since 2024, we have created 33 new full-time positions despite a highly competitive labour market. Female representation increased within the Upper Middle and Lower Middle pay quartiles while remaining stable in the Upper and Lower Quartiles.

The Company reduced its mean gender pay gap by 5.16 percentage points compared with 2025, resulting in a mean pay gap of 7.21% and a median pay gap of 1.8%. In addition, 100% of both male and female colleagues received bonus payments during the reporting period, demonstrating our continued commitment to fair and equitable reward practices.

As a leading brand in Irish and British grocery retail, we recognise the diverse communities we serve through our products. We are committed to building a workforce that reflects this diversity by fostering an inclusive and equitable workplace. Over the coming year, our priority is to reduce our Gender Pay Gap while increasing opportunities for women to be represented and progress at every level of the organisation.



Managing Director



1. Workforce Overview

Category	Detail
Total Employees (2026)	195 (all full-time)
Change from 2025	+5.9% (from 184 employees)
Workforce Growth	33 new full-time jobs created since 2024
Market Context	Continued growth despite a highly competitive labour market
Female Representation	Improved in Upper Middle & Lower Middle quartiles; maintained in Upper & Lower quartiles
Hourly Rate Improvement	Mean gender pay gap improved by 5.16 percentage points

2. Gender Pay Gap Summary

Measure	2026
Mean Pay Gap	7.21%
Median Pay Gap	1.80%
Male Bonus Participation	100%
Female Bonus Participation	100%
Mean Bonus Gap	1.25%
Median Bonus Gap	0.00%
Male BIK	2.54%
Female BIK	1.30%

3. Payband Distribution

Payband	% Female	% Male
Upper	20%	80%
Upper Middle	47%	53%
Lower Middle	31%	69%
Lower Overall	41%	59%
	39%	61%



4. Progress and Commitments

Progress Achieved During 2026

- Increased total employment by 5.9% (11 additional full-time positions).
- Created 33 new full-time jobs since 2024.
- Reduced the mean gender pay gap by 5.16 percentage points.
- Increased female representation in the Upper Middle and Lower Middle pay quartiles.
- Maintained 100% bonus participation for both male and female employees.
- Participated in the 'Meat Business Women' Gender Representation Report 2026

Actions Planned for 2027 and Beyond

- Continue Diversity, Equity, Inclusion and Belonging initiatives and awareness training.
- Enhance promotion tracking and ensure equitable opportunities for advancement.
- Continue the operations-based performance and talent management programme to increase female representation in factory floor management roles.
- Collaborate with state bodies, training providers and advocacy groups.
- Continue reviewing company policies and practices to ensure fairness and balance.

5. Conclusion

Oakpark Foods is encouraged by the positive progress reflected in its 2026 Gender Pay Gap results. While continuing to grow the business and create new full-time employment opportunities, the Company has further reduced its gender pay gap and maintained a strong commitment to fair and equitable reward practices. With a mean gender pay gap of 7.21% and a median gap of 1.8%, together with equal bonus participation for all employees, the results demonstrate meaningful progress. Oakpark Foods remains committed to increasing female representation across all levels of the organisation and will continue to build on this progress in 2027 and beyond.