

O' Keeffe's Bakery Gender Pay Gap Report Narrative

Introduction

At O' Keeffe's, we are committed to fostering an inclusive and equitable workplace where all employees have the opportunity to thrive.

As part of this commitment, we publish our gender pay gap data annually to provide transparency and to hold ourselves accountable for progress.

Understanding the Gender Pay Gap

The gender pay gap is the difference in average earnings between men and women across the Company. It is not the same as equal pay, which refers to paying men and women the same for performing equivalent roles.

Our gender pay gap reflects a range of factors, including the distribution of men and women across different roles and levels within the company.

Our Results

As of the snapshot Nov 25, our gender pay gap figures are as follows:

Mean gender pay gap: **-10.8%**.

This means that Females earn 10.8% more than males on average

Median gender pay gap: **-3.2%**

Proportion of men and women in each pay quartile:

Upper quartile: **78% men / 22% women**

Upper middle quartile: **91% men / 9% women**

Lower middle quartile: **87% men / 13% women**

Lower quartile: **87% men / 13% women**

Benefits in Kind

These are limited to 1.6% of the workforce and are of no material value either for the individuals or the company.

1.8% of male employees, 0% of female receive these benefits

Narrative and Analysis

Our reverse gender pay gap is primarily due to a higher proportion of women in senior roles within our Company, which tend to attract higher salaries and bonuses. While we have made progress in increasing female representation at our Operational Level but there is still work to be done at this level of the Company.

This figure reflects the average hourly earnings across all roles and levels. It does not necessarily indicate unequal pay for equal work.”

“We are committed to ensuring fair and equitable pay practices for all employees, regardless of gender.”

Actions We Are Taking

Inclusive recruitment practices to ensure diverse candidate pools.

Flexible working policies to support work-life balance for all employees.

Conclusion

We are committed to creating a workplace where everyone can succeed regardless of gender. We will continue to monitor our progress and evolve our strategies.