

BRENNANS BREAD GENDER PAY GAP REPORT 2024





INTRODUCTION

In line with the Irish Government's Gender Pay Gap Information Act 2021, we present our 2024 Gender Pay Gap Report results. At Brennans, we are committed to creating an environment where our people can grow and reach their full potential. This commitment is underpinned by our core values of respect, excellence, passion, and freedom.

We are dedicated to creating a workplace where everyone feels they can grow with us. We want to create a culture where everyone feels valued, respected, and empowered.

The requirements set by the Irish Government to publish our gender pay gap results strengthens the foundation we have in place at Brennans, to ensure that we continue to measure our progress around diversity and inclusion and the progression of women in the workplace. It helps us to understand where our efforts should be more focused. This report examines our gender pay gap data on one specific date, June 30th 2024 and outlines our ongoing commitment to diversity and inclusion.

WHAT IS A GENDER PAY GAP?

The gender pay gap measures the difference in average hourly pay between men and women across a workforce. It is important to distinguish this from equal pay, which ensures men and women receive equal pay for performing the same job or work of equal value. This report analyses our gender pay gap to provide valuable insights into overall pay disparity, highlighting areas for improvement and driving meaningful change.



OVERVIEW OF BRENNANS BREAD GENDER PAY GAP

This report analyses data from our 263 employees, comprising of 240 men and 33 women. It contains the following metrics:

- **Mean Hourly Pay Gap:** The difference between the average hourly rate of pay for men and women, expressed as a percentage.
- **Median Hourly Pay Gap:** The difference in hourly pay between the middle-earning woman and the middle-earning man, expressed as a percentage. This helps control for the impact of extremely high or low earners.
- **Percentage of Colleagues Receiving a Bonus:** The proportion of men and women who received a bonus during the reporting period.
- **Mean and Median Bonus Pay Gap:** The average and median bonus pay gap between male and female employees.
- **Percentage of Colleagues Receiving Benefits in Kind (BIK):** The proportion of men and women who received non-cash benefits, such as company cars.
- **Pay Quartiles:** The workforce is divided into four equal groups based on their hourly pay, from lowest to highest. This helps analyse the distribution of men and women across different pay levels.



KEY FINDINGS

Metric	Mean	Median
Hourly Pay Gap All	17.4%	19.8%
Hourly Pay Gap Part-Time	30.3%	31.1%
Bonus Gap	25.7%	62.5%

BONUS AND BENEFIT-IN-KIND DISTRIBUTION

Metric	Female	Male
Percentage of Employees Receiving a Bonus	81.8%	95%
Percentage of Employees Receiving BIK	0.0%	3.9%





NUMBER OF MALES AND FEMALES BY PAY QUARTILES

	Male	Female
Lower	68.2%	31.8%
Lower Middle	92.4%	7.6%
Upper Middle	95.4%	4.6%
Upper	93.8%	6.2%
Total	87.5%	12.5%

PAY GAP QUARTILES

	Mean	Median
Lower	1.6%	-1.6%
Lower Middle	-5.9%	-6.7%
Upper Middle	3.1%	2.6%
Upper	-1.0%	-13.7%



UNDERSTANDING THE DATA

The mean hourly pay gap of 17.4% and median pay gap of 19.8% is indicative of the fact that the vast majority of our employees are men (87.5% vs. 12.5%).

The quartile analysis provides valuable insights in the distribution of men and women across different pay bands. The lower quartile shows near pay parity, while the median reveals that women earn more than men in both the lower middle and upper quartiles.

OUR COMMITMENT TO ACTION

At Brennans, our people are our greatest asset. We recognise the valuable contribution of each individual and are committed to ensuring everyone has the same opportunity to grow and succeed. We believe that a diverse and inclusive workforce is essential to our continued success.

We recognise the challenges we, along with other manufacturing and supply chain businesses, have in attracting women to the industry. We are fully committed to closing the gender pay gap, promoting a diverse and inclusive workplace and to ensuring equal opportunities for growth and development for all our employees.



**Joseph Brennan Bakeries
Greenhills Industrial Estate
Walkinstown
Dublin 12
D12 XR92**

**+353 1 4608400
info@brennansbakeries.ie
www.BrennansBread.ie**