

BRENNANS BREAD GENDER PAY GAP REPORT 2025





INTRODUCTION

Joseph Brennan Bakeries is pleased to present our Gender Pay Gap report for 2025 which fulfils our obligations under the Irish Government Gender Pay Gap Information Act 2021. At Brennans we are committed to creating an environment where all employees can achieve their potential and have equal access to opportunity, development and progression regardless of gender.

Supported by our core values of respect, excellence, passion and freedom we are dedicated to creating a culture where everyone feels valued, respected and empowered.



The requirement to publish this report supports evidence based decision making, strengthens our existing goals that reach beyond compliance, and presents a valuable strategic opportunity. It ensures that we continue to measure improvements around diversity, inclusion and development of all our employees. This report examines our gender pay gap on one specific date June 30th 2025.

DEFINING THE GENDER PAY GAP

The gender pay gap measures the difference in average hourly pay between men and women across a workforce. This report analyses our gender pay gap to provide valuable insights into overall pay disparity, highlighting areas for improvement to help drive meaningful change. It is important to note that this is not a report on equal pay, which ensures men and women receive the same remuneration for performing the same job or work of equal value.



BRENNANS BREAD GENDER PAY GAP – OVERVIEW

Our workforce is made up of 267 employees, comprising of 235 men and 32 women.

This report contains the following metrics:

- **Mean Hourly Pay Gap:** The difference, expressed as a percentage, between the average hourly pay rate for men and women.
- **Median Hourly Pay Gap:** The variance 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	84%	84%
Percentage of Employees Receiving BIK	0.0%	4.7%





NUMBER OF MALES AND FEMALES BY PAY QUARTILES

	Male	Female
Lower	69.2%	30.8%
Lower Middle	92.5%	7.5%
Upper Middle	95.4%	4.6%
Upper	94.2%	5.8%
Total	88%	12%

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%



WHAT THIS DATA SHOWS

The mean hourly pay gap of 17.4% and median pay gap of 19.8% is indicative of the fact that the majority of our employees are men (88% vs. 12%).

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

BRINGING POSITIVE CHANGE

The manufacturing industry is a cornerstone of Irelands economy and is one of the country's largest employers. However, attracting women to manufacturing continues to be an industry wide challenge, reinforcing the need for proactive initiatives such as promoting careers driven by innovation, technology, and growth opportunities.

We recognise the valuable contribution of each individual and are committed to closing the gender pay, promoting a diverse and inclusive workplace and ensuring equal opportunities for growth and development for all our employees.



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