



O'HARAS

-OF FOXFORD-

O'HARA'S OF FOXFORD GENDER PAY GAP REPORT

Reporting Year:

2024 / 2025

Snapshot Date:

26th June 2025

Company Overview

O'Hara's of Foxford have been baking authentic, traditional breads and delicious cakes since 1951. Every bake is prepared using time-honoured techniques passed down through the generations. Our dedication to preserving the craft of baking ensures that every bite is a reflection of that heritage, lovingly produced from our family bakery to your family's table.

As a production-based business operating day and night, our workforce includes a wide mix of roles. Like many bakeries, some of these roles naturally require night work or specific technical responsibilities, while others relate to daytime production or customer-facing work. These patterns influence how men and women are represented across different parts of the organisation and play an important role in understanding our Gender Pay Gap results.

Our approach to pay is built on fairness and consistency, and employees performing comparable work are paid on the same basis. The Gender Pay Gap does not measure equal pay; instead, it reflects how men and women are distributed across different roles and pay levels.

This report presents our Gender Pay Gap results as of 26th June 2025 and provides context to explain the factors behind them, together with the actions we are taking to support balance and opportunity across the business.



Understanding Gender Pay Gap Reporting in Ireland

Gender Pay Gap Reporting in Ireland

The Gender Pay Gap Information Act 2021 introduced mandatory gender pay gap reporting for organisations in Ireland. From 2025 onwards, this requirement applies to all employers with 50 or more employees.

Under the legislation, employers must publish data on the pay differences between male and female employees across a range of metrics. The aim is to promote transparency, encourage accountability, and support progress towards gender equality in the workplace.

Reporting is required annually, using a “snapshot date” selected in June, with the corresponding report to be published in November of the same year.

What Is the Gender Pay Gap?

The gender pay gap is the difference in average earnings between men and women, expressed as a percentage of men’s earnings.

For example, if women earn €89 for every €100 earned by men, the **gender pay gap is 11%**.

Importantly, the gender pay gap is not the same as equal pay.

- Equal pay refers to the legal requirement that men and women receive the same pay for the same or similar work, or work of equal value.
- The gender pay gap, by contrast, reflects broader differences in average pay across the organisation, which may be influenced by factors such as representation in senior roles, part-time work patterns, or occupational segregation.

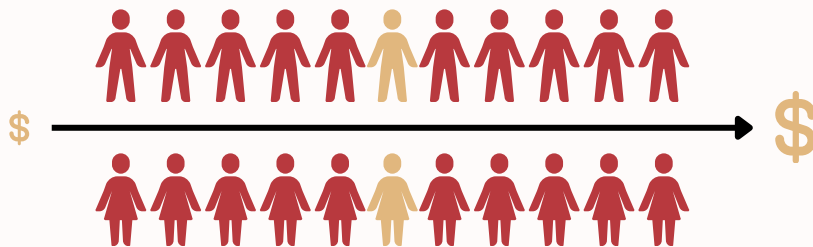
Mean (average) pay gap

This refers to the average earnings of men and women, calculated separately for hourly pay and bonus pay. It is found by adding up all the pay amounts for each gender and dividing by the number of employees. It helps show the overall difference in earnings across the organisation.

Median pay gap

The median is the middle value of pay when all male and female employees are lined up from lowest to highest earners. This applies to both hourly pay and bonus pay, and gives a more typical picture of what a man and woman earn.

Median is less affected by outliers (e.g., very high or low salaries).



Proportion receiving bonus or benefits-in-kind (BIK)

This shows what percentage of men and women received a bonus or a benefit-in-kind (such as company car, private health insurance, etc.) over the 12-month reporting period.

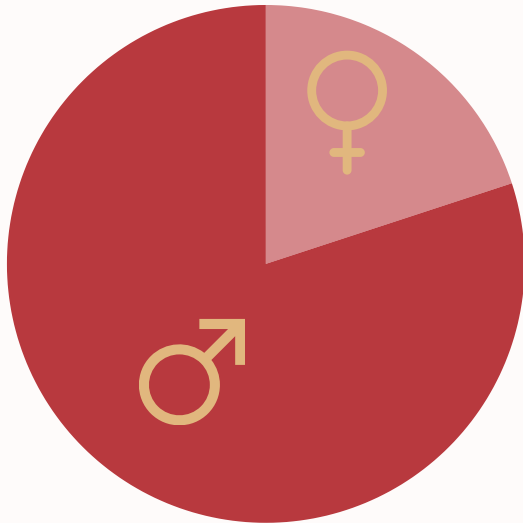
It highlights if rewards and perks are being distributed fairly across genders.

Pay Quartiles

The workforce is split into four equal groups (quartiles) based on hourly pay – from lowest to highest earners. Then, the percentage of men and women in each group is calculated.

This shows how men and women are distributed across different pay levels.

Hourly Pay Gap



ALL STAFF

Total	183
Males	147
Females	36

ALL EMPLOYEES

-3.1%
Mean



5.6%
Median

PART-TIME EMPLOYEES

-3.7%
Mean



-8.6%
Median

TEMPORARY EMPLOYEES



At the snapshot date, there were no temporary employees. As a result, a gender pay gap calculation for this group is not applicable and has therefore not been reported.

Mean Hourly Pay Gap

All Staff: -3.1%

The mean hourly pay gap shows that, on average, women earn slightly more per hour than men across the organisation. This outcome is not related to unequal pay for equal work but reflects the distribution of roles across the workforce.

Women are more represented in certain day-shift production, patisserie, customer service and administrative roles, some of which sit in the mid-range of the company's pay structure. Men, meanwhile, hold the majority of roles across both the lower-paid and higher-paid ends of the pay scale, including night-shift operator roles (which attract premiums), van sales, supervisory positions and seasonal operative roles.

Because the mean represents the overall average of all earnings, the differing mix of roles and working patterns held by men and women influences the final result.

Part-Time Staff: -3.7%

Among part-time staff, women earn on average 3.65% more per hour than men. This reflects the types of part-time roles held, with women more frequently working in administrative or day-based production roles, while men in part-time positions tend to work in operative roles.

With a relatively small number of part-time employees overall, the mean can shift based on the exact roles held during the reporting period.



Median Hourly Pay Gap

All Staff: 5.6%

The median hourly pay gap shows that the middle-earning male employee earns more than the middle-earning female employee. This reflects the structure of the workforce, where men make up a larger proportion of roles across the middle pay bands, including operator, van sales and night-shift positions.

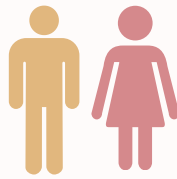
Part-Time Staff: -8.6%

Among part-time employees, the median hourly pay for women is higher than for men. This is due to the types of roles held within this small group: part-time women tend to be in mid-range administrative or production roles, while part-time men are mainly in operative roles.



Bonus Pay Gap

19.8%
Mean



19.4%
Median

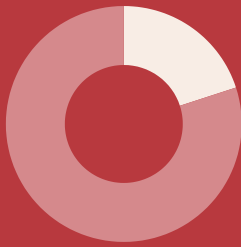
The mean bonus pay gap of 19.8% reflects differences in individual bonus amounts within a very small group of employees. Bonuses were awarded to a limited number of roles, primarily at director level and one sales role, so even small variations in individual awards can have a significant impact on the average.

The median bonus pay gap of 19.4% shows that the middle bonus value received by male employees was higher than that received by female employees. Given that bonuses are paid to only a small number of employees, both the mean and median figures are strongly influenced by individual circumstances rather than any broader pay pattern.

During the reporting period, 2% of male employees and 8.3% of female employees received a bonus. These proportions reflect the fact that bonus eligibility is restricted to specific senior and sales-related roles rather than being widely available across the workforce.

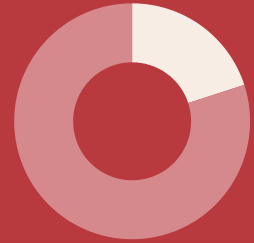
As bonus eligibility is role-based and applies equally to men and women in those roles, the proportions are driven by the small number of eligible positions and the overall gender composition of the organisation, rather than by gender itself.

EMPLOYEES RECEIVING BONUSES



2%

Proportion of males
receiving bonuses



8.3%

Proportion of females
receiving bonuses

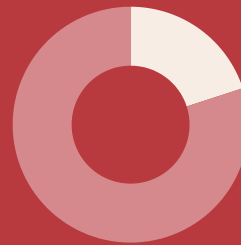


EMPLOYEES RECEIVING BIK



2.7%

Proportion of males
receiving BIK



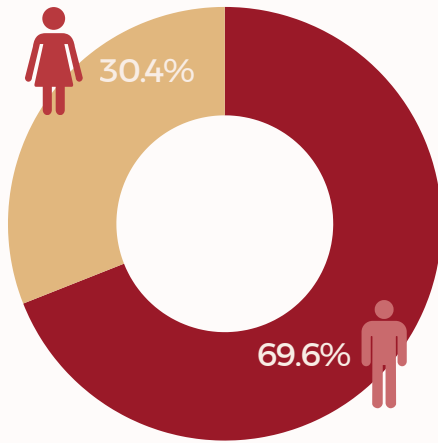
5.6%

Proportion of females
receiving BIK

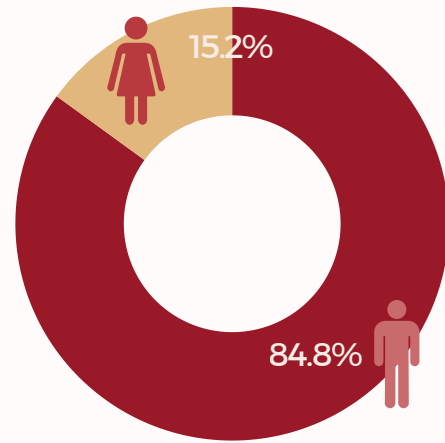


Only a very small proportion of employees receive Benefits in Kind, with slightly more women than men receiving them. BIK eligibility is driven by role requirements rather than gender and applies to only a limited number of positions, mainly at the director level.

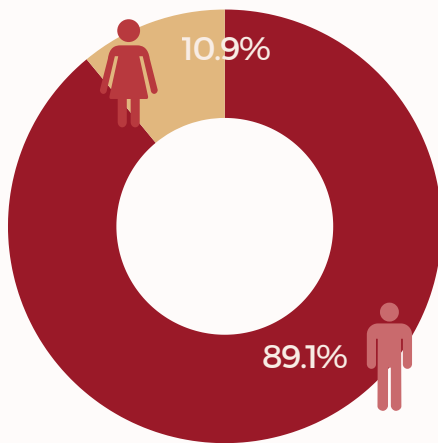
Pay Quartiles



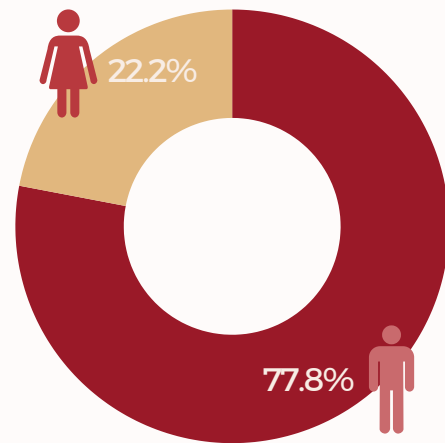
LOWER



LOWER MIDDLE



UPPER MIDDLE



UPPER

The organisation is male-dominated across all pay levels, which reflects the structure of the bakery, where production, logistics, night-shift and van-sales roles - traditionally fields with higher male participation - make up a large portion of the workforce.

Women are more represented in day-shift production, patisserie, customer service and managerial roles, which explains the higher female presence in both the lower quartile and the upper quartile compared with the two middle quartiles.

These results mirror the composition of a typical food production environment, where operational roles requiring night work, heavy production duties or driving-based responsibilities tend to attract more male applicants.

The gender pay gap in our organisation arises from the distribution of men and women across different roles, working patterns and shift types, rather than from unequal pay for comparable work. Our approach to pay is consistent and structured, ensuring that employees performing the same roles are paid on the same basis. The company remains committed to fairness and consistency in pay practices, with equal pay for equal work embedded across all areas of the business.



Our Commitments to Supporting Gender Balance and Opportunity

We are committed to fostering a workplace where everyone has access to the same opportunities, feels valued, and can build a fulfilling career. While many factors influencing gender representation in food production and night-shift baking are industry-wide, we recognise the importance of continuing to support balance and inclusion over time.

To encourage long-term positive change, we are focusing on the following areas:

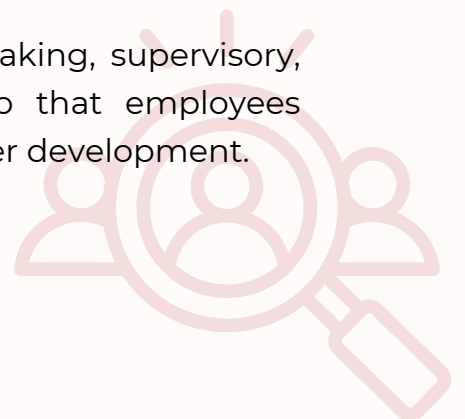
Encouraging Broader Access to Roles Across the Bakery

We will continue to ensure that job opportunities are openly advertised and accessible to all employees and external applicants. Clear information about the requirements of various roles will hopefully support wider interest and understanding across the organisation.

Inclusive Recruitment and Progression Practices

We will continue reviewing role descriptions, interview processes, and recruitment materials to ensure they remain clear, inclusive, and gender-neutral.

Progression pathways within production, patisserie, baking, supervisory, and administration roles will remain transparent so that employees understand the skills and experience that support career development.





Supporting Training and Skill Development

We recognise the value of learning and development. We will continue to offer training opportunities, mentorship, and skill-building supports across a range of roles, from operator to patisserie to supervisory levels, helping employees who wish to progress within the bakery.

Supporting Training and Skill Development

We will maintain a positive working environment where employees feel comfortable expressing interest in new responsibilities or training and where open feedback is welcomed. We remain committed to fairness, respect, and equal access to opportunities for all.

These commitments reflect our long-standing values as a family-run bakery and support steady, sustainable development in our workforce composition over time.



O'Hara's of Foxford gender pay gap results reflect the structure of our workforce, the nature of baking and food-production roles, and the shift patterns required to keep our bakery running day and night. They do not reflect unequal pay for equal work; our pay practices remain consistent and fair across comparable roles.

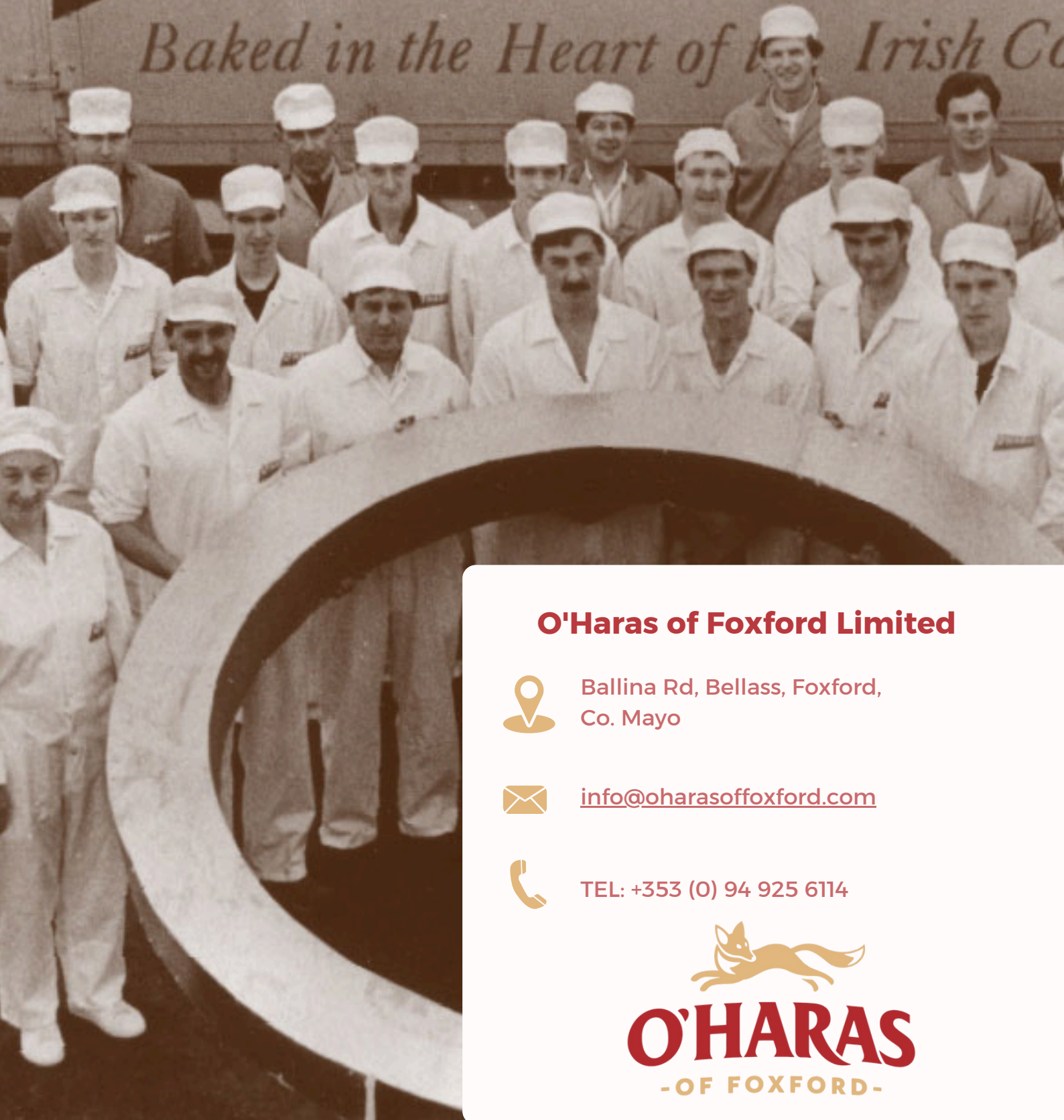
As we continue to grow, we remain dedicated to maintaining an inclusive workplace where everyone feels valued and where opportunities for development and progression are open to all. We are proud of our heritage and equally committed to shaping a future that reflects the same care, respect, and fairness that define everything we do.

O'HARAS

O F F O X F O R D



Baked in the Heart of the Irish Coast



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