



Gender Pay Gap Report

2025



What is the Gender Pay Gap?

How is it Calculated?



The Mean Gender Pay Gap

The % difference between the mean male hourly pay, and the mean female hourly pay.

The Median Gender Pay Gap

The % difference between the middle earning male's hourly pay and the middle earning female's hourly pay.

Pay Quartiles

This measures how many males and females are represented in each quarter of a business when sorted by pay from highest to lowest. This gives insight into the gender representation at all levels of the business.

Gender Bonus Gap

This measures the difference in bonus payments received between all men and all women in a business.

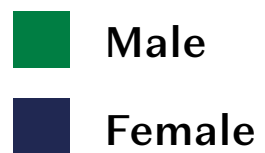
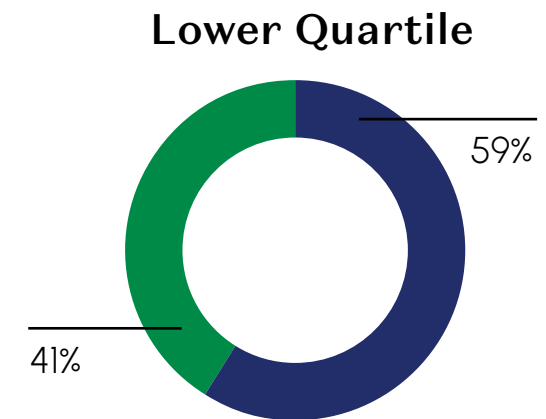
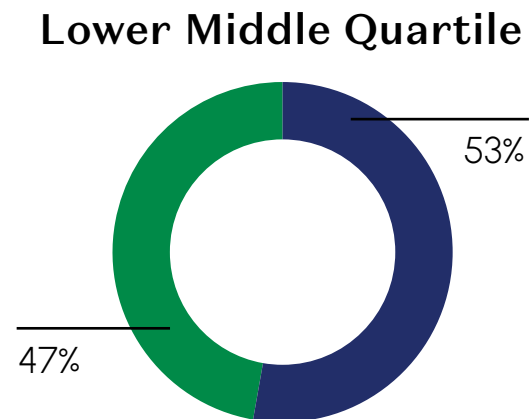
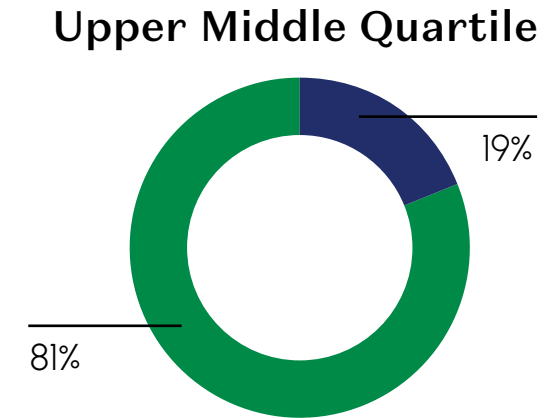
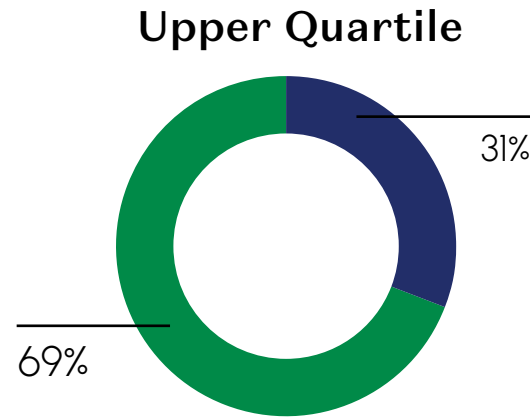
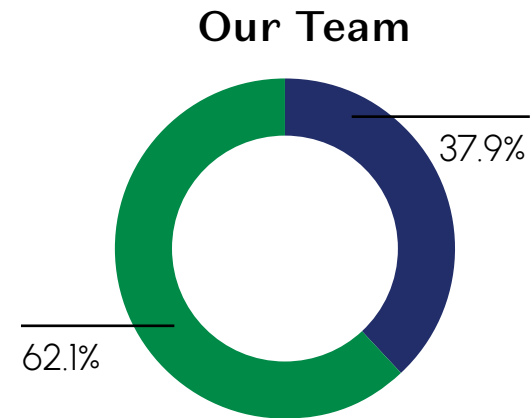
Benefit in Kind

The proportion of men and women who receive benefit in kind is shown as a percentage of all men and women (respectively) in the business.

An important point to note is that a gender pay gap is different to equal pay, which means paying women and men the same salary for the same work.

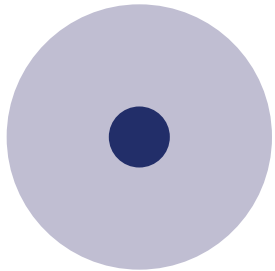
Glenisk's Figures

Proportion of Males and Females in Each Quartile



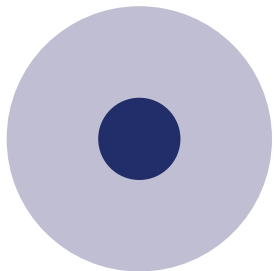
Glenisk's Figures

Mean Hourly Pay Gap



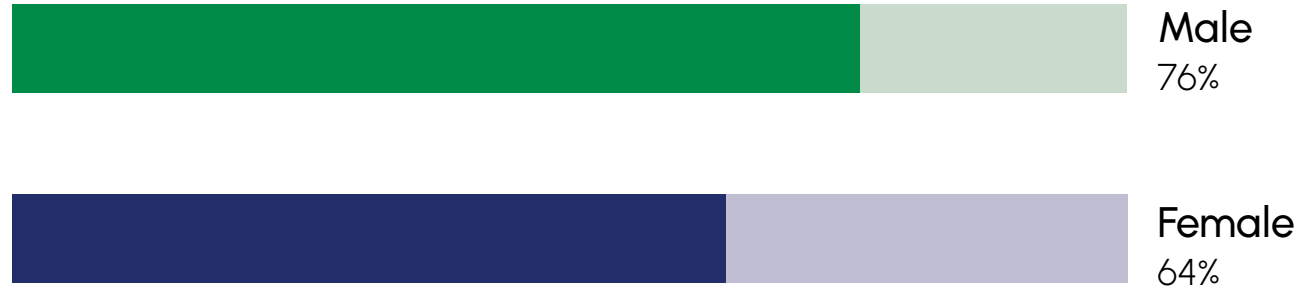
23%

Median Hourly Pay Gap



31%

Bonus



BIK



Reasons for the pay gap

The report highlights the gap of 23% between the mean hourly earnings of males and females in our business. A key driver of the difference is an uneven gender representation in our upper quartile and upper middle quartile. The main drivers of this imbalance is the historical under-representation of women at senior levels across the dairy sector coupled with being in business for over 30 years and having a low staff turnover level across the upper quartiles.

As remuneration is typically higher in these leadership roles, an uneven gender balance has a significant negative impact on the gender pay gap. Another driver is the under-representation of females within certain departments such as truck drivers and maintenance. Importantly, this has been clearly identified, and the company is committed to taking shared and proactive responsibility to address it.

Measures being taken to reduce the Gap

Diversity of the board

Glenisk is committed to having a more diverse board. During the 12 months up to the reporting date, Glenisk promoted 2 female employees to join the board, bringing the female representation on the board up to 43%. Up from 29% at the same time the previous year.

Leadership Training Program

Glenisk offers training and development programmes, including team management, production management and leadership skills to support employees in strengthening their career development and progressing within the company.

Recruitment

Glenisk is committed to an open, fair and inclusive recruitment process that ensures all candidates are considered equally and without bias. The company focuses on creating opportunities for a diverse range of applicants, and this has already supported greater representation across teams, including the first female hire within the maintenance department. Glenisk promotes from within and invests in staff development, ensuring equal opportunity for progression for all roles. Glenisk remains committed to fostering an inclusive, diverse workforce and driving long-term progress in closing the gender pay gap.

the culture of Ireland

glenisk

