

# Our 2025 Gender Pay Gap Report

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**GLANMORE  
FOODS**





## INTRODUCTION

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At Glanmore Foods, we are clear in our vision: creating a workplace where everyone has the opportunity to thrive.

We have a brilliant group of talented colleagues, and while there is still more work to do to close the current gender pay gap, it's fantastic to see that women make up the majority of our workers in all pay quartiles, including the upper quartile. On our leadership team we have female colleagues in roles such as Area Manager, Quality Manager and HR Manager.

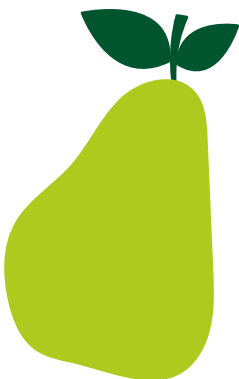
Our workplace is an attractive proposition for people looking for work/life balance, because our roles offer flexibility around working part-time or term-time – as most of our colleagues work within a school environment. This is helpful for parents or colleagues with caring responsibilities, and we know it is one of the reasons why our business has always attracted more women.

Glanmore fosters a positive culture for our colleagues – it is inclusive, provides flexibility and encourages development. We are a people powered business, and we are dedicated to creating a supportive environment where everyone can learn and progress.

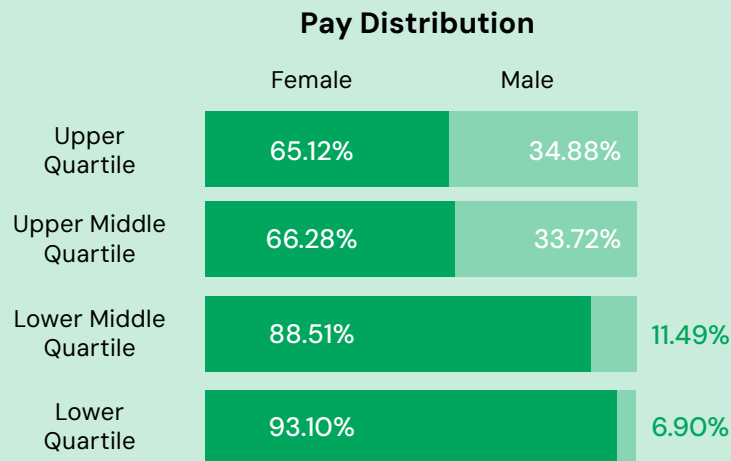
This is an exciting time for Glanmore. We are growing and evolving, and the organisation is benefiting from the integration with the wider Compass Ireland business, which acquired Glanmore in 2023. We are continually learning and this provides opportunity – for both our organisation and the people within it.

I look forward to seeing further action and progress as we move into 2026 and beyond.

**Deirdre O'Neill,**  
**Managing Director,**  
**Glanmore Foods**



# OUR GENDER PAY GAP



	Mean Pay Gap	Median Pay Gap
Perm	36.2%	11.7%
Fixed Term	3.76%	2.53%
Full Time	18.75%	2.3%
Part Time	1.66%	0%

-53.29%  
Median Bonus Gap

26.18%  
Mean Bonus Gap

100%  
Bonus Gap

700%  
Benefit Gap



## REPORT SUMMARY

Glanmore's 2025 statistics reflect the progress and challenges in achieving pay equity, especially within this industry.

There has been significant improvement in part-time pay equity and the temporary contract pay gap has narrowed.

The part-time mean gap decreased from 6.6% to 1.66%, and the median gap from 11.2% to 0%, indicating near parity in part-time pay.

### Key Insights

#### Median Pay Gap

The median hourly gap increased slightly from 5.4% to 6.92% – though the disparity remains moderate.

#### Mean Pay Gap

The mean hourly pay gap decreased from 22.3% in 2024 to 17.24% in 2025, indicating an improvement in average pay equity.

#### Management and Part-Time Representation

In the upper quartile, female representation remained stable at approximately 65%.

There has been significant improvement in part-time pay equity and the temporary contract pay gap has narrowed. The part-time mean gap decreased from 6.6% to 1.66%, and the median gap from 11.2% to 0%, indicating near parity in part-time pay. The temporary contract mean gap increased slightly from 2.1% to 3.76%, while the median gap improved from 5.2% to 2.53%.



#### Bonus Pay Gap

Due to there being fewer men within the organisation, but with more representation in the top two pay quartiles, 16% of male employees received bonuses compared to 2.21% of female employees. The mean bonus gap also indicates that men received higher bonuses on average.

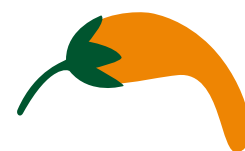
However, the median bonus gap shifted from 0.0% to -53.29%, indicating that women at the median level received higher bonuses than men.

#### Benefits in Kind Payments

The 700% gap in the colleague benefit payments relates to the company vehicle benefit. Eight male colleagues in the upper quartile benefit from a company car, compared with one female colleague.







## WHAT WE ARE DOING

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Glanmore is focused on the development and progression of its people. As the Glanmore business integrates with Compass Ireland, we will start to benefit from shared learnings and programmes around inclusion and development. These include being part of Compass Group UK & Ireland's Our Social Promise commitment.

### Our Social Promise

Our Social Promise launched with an aspiration to positively impact one million lives by 2030, from both within and outside the wider Compass Group UK & Ireland organisation. The business recently announced it had supported 500,000 people since launch – enhancing employment opportunities and changing lives through job creation, education, training, and community engagement.

Following on from this success, Compass Group UK & Ireland is committed to further evolving its mission to make an even greater impact. Building on the lessons it has learnt over the past four years, the team is now expanding its flagship social mobility programme with the launch of 'Mission to a Million: Forward Together'. Improving socio-economic outcomes is the guiding principle, which means this strategy aims to address the barriers that many face when it comes to accessing jobs, learning and progression.

### Career Pathways

A key part of Our Social Promise is development, and Compass' internal Career Pathways platform empowers colleagues to advance in their current roles, transition to new opportunities, or master their craft through a clear and accessible route.

This flexible system is open to all job levels and disciplines, allowing employees to progress at their own pace with the support of their line managers and our learning and development team.

## ABOUT GLANMORE FOODS

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Over 460 schools nationwide rely on Glanmore Foods to deliver their school meals programme. Our mission is to nourish the future of Ireland by delivering award-winning, healthy school lunches.

We are committed to providing nutritious, delicious meals sourced from local Irish producers, ensuring that every bite supports not just the health of our children, but also the sustainability of our communities and environment.

