



**GLANMORE  
FOODS**

# Gender Pay Gap Report 2024

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## Deirdre O'Neill Managing Director, Glanmore Foods

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

In 2023, Glanmore was acquired by Compass Ireland and over the past year, together we have begun our journey to address gender pay disparity in our industry, focusing on establishing the foundations that support real change. Glanmore continues to operate as a separate entity, but also benefits from programmes and initiatives within our wider business, enabling us to learn from each other and take steps forward.

Within Glanmore we have many brilliant, talented and dedicated colleagues – most of them are female. There is more work to do to close the current gap, however within our business females make up the majority of our workers in all pay quartiles, including the upper quartile.

The data in this report reflects the complexity of our journey, the realities of our industry and highlights the importance of sustained focus and effort. I recognise our workplace attracts more women, because of our roles offering a great deal of flexibility around working part-time or term-time – which is often helpful in getting a work/life balance when people have children.

We're tackling these challenges with a clear vision and a determination to make meaningful, lasting change.

Deirdre O'Neill  
Managing Director, Glanmore Foods



## Gender Pay Gap Report



Pay Distribution	Women	Men	Mean Gender Pay Gap	Median Gender Pay Gap
Upper Quartile	66%	34%	22.26%	5.42%
Upper Middle Quartile	65%	35%	#NA	#NA
Lower Middle Quartile	82%	18%	28.70%	13.18%
Lower Quartile	100%		2.07%	5.24%
Bonuses and Benefits in Kind				
% with bonus gap	9.8%			
Mean bonus gap	-3%			
Median bonus gap	0.0%			
% With benefit gap	13.5%			
			19.40%	3.29%
			6.64%	11.24%

## Equity in Action: What We Did

### Launched The Industry's First Maternity Chef's Jacket

In April 2024, as part of Compass Ireland we proudly launched the first maternity chef's jacket to the market, designed to support female colleagues during pregnancy, postpartum, and menopause.

This innovative uniform reflects a year of research, testing, and refinement to meet the needs of women in demanding kitchen roles.

Key features include adjustable popper fastenings for safety and elasticated lining for pregnancy growth. The jacket also accommodates feeding or pumping, making it practical for postpartum colleagues.

The jacket has been made in a unique lightweight material that helps dissipate heat and promotes airflow, maintaining the wearer's body temperature at 37.5°C, making the jacket suitable not only for pregnant colleagues but for those returning to work postpartum and anyone working through perimenopause and menopause.



### International Women's Day 2024

Coinciding with the launch of the Maternity Chef's jacket and to celebrate IWD 2024, Compass Ireland co-hosted a marquee event at Staunton's on the Green, supported by several influential female figures helping to sculpt the food service industry.

# Equity in Action: What We're Doing

## External & Internal Communications: Championing Female Success

We believe visibility and recognition are vital to driving progress in gender pay equity. By highlighting the achievements and stories of women in our business, we aim to inspire others, challenge stereotypes, and highlight the diverse opportunities available within the food service industry.

Through wide-reaching external and internal communication campaigns, we are amplifying the voices of female role models across our organisation. From documenting milestones on social media to spotlighting success stories through our internal channels, we ensure that women's contributions are acknowledged and widely celebrated.

## Career Pathways

The Career Pathways initiative provides clear and accessible routes for career development. Our internal Career Pathways platform empowers colleagues to advance in their current roles, transition to new opportunities, or master their craft.

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.

By offering accessible tools for growth, we are breaking down barriers and creating opportunities for all colleagues to pursue further development.



## Careers Hub: Creating Pathways to Employment

Through the Careers Hub, we aim to open doors to employment for individuals from diverse backgrounds, nurturing talent and fostering inclusion.

In Ireland, Compass has partnered with twelve organisations to drive this agenda forward, focusing on ethnic minority groups, refugees, people with disabilities, those with convictions, and individuals from disadvantaged areas. Key collaborations include:

- **Turas Nua:** Supporting employment pathways through the National Employment Service in Southern Ireland.
- **Open Doors Initiative:** Creating opportunities for education, employment, and entrepreneurship for marginalised groups.
- **Business in the Community:** Training hiring managers to improve interviewing, hiring, and retaining a diverse workforce.
- **AsIAM:** Ireland's Autism charity. Delivering training and support to Compass Ireland Managers to champion employment opportunities for Autistic people.

By building partnerships and participating in community-led initiatives, we are breaking down barriers to employment, creating opportunities for marginalised groups, and ensuring our workforce reflects the diverse communities we serve.

# Elaine O'Brien

Office Manager



"I've been with the business for 17 years. During my time, I've had the privilege of overseeing the evolution of Glanmore from a small family-run manual operation to becoming one of the leading national school meal providers.

Balancing work and family life has always been important to me. With two children, the introduction of an option to work from home and the ability to buy additional holidays has made a big difference. These flexible policies are a step in the right direction for supporting families. But there's still a way to go as an industry.

I believe women can achieve great things when they support and encourage each other in the workplace. Role models like Deirdre O'Neill are inspiring; we need more women in leadership roles to continue driving progress. You can't be what you can't see!"

## A final word from Deirdre O'Neill, Managing Director, Glanmore Foods

Glanmore is a business where the vast majority of its colleagues are female and I am really proud of that. This organisation has fostered a positive culture for our colleagues – it is inclusive, provides flexibility wherever possible and encourages development.

This report is not just a reflection of where we stand, it's a reminder of what we're working towards: a workplace that continues to drive progress in being fairer, and genuinely supportive of the talented people who make Glanmore Foods what it is. We are committed to creating opportunities for all.

By setting a measurable baseline in 2024, I am confident that our purposeful actions will drive meaningful progress, building momentum toward reducing the pay gap as we move through 2025 and beyond.

### About Glanmore Foods

Over 450 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.



