GLENILEN FARM

GENDER PAY GAP REPORT

JUNE 2025

Glenilen Farm Ltd is committed to fostering a fair, inclusive, and transparent workplace where all employees have equal opportunities to succeed and be rewarded for their contributions.

This report has been prepared in accordance with recognised gender pay reporting principles and is based on employee pay data as of the 30th of June 2025. It highlights the differences in average hourly pay and bonus pay between male and female employees and provides additional context through an analysis of gender representation across pay quartiles.

At Glenilen Farm, we believe that equality and diversity are key to our continued growth and success. While gender pay gaps do not necessarily indicate unequal pay for equivalent work, they can reveal trends in the representation of men and women across different roles and levels. Understanding these trends allows us to identify areas for further improvement and to ensure that our pay and progression practices remain fair and merit-based.

We are pleased that our analysis demonstrates strong gender balance across most pay levels and no median pay gap overall. However, we recognise that some differences remain in bonus outcomes, which we will continue to monitor and address as part of our broader commitment to fairness, opportunity, and inclusion.

Hourly pay differences

Mean gender pay gap: -4.81% (negative values indicate higher average pay for women). This indicates that female staff earn on average 4.8% more than male staff.

Median gender pay gap of 0.00% indicates that there is parity at the median point.

Both measures give a positive results highlighting how Glenilen Farm's pay structures are fair and equitable.

Mean Gender Pay Gap Table

Contract Type	Female	Male	Pay Gap %
Full-time	€19.17	€17.67	-8.51%
Part-time	€16.49	€13.31	-23.91%
Temporary	€14.31	€11.93	-19.91%
Total	**€17.43**	**€16.63**	**-4.81%**

Median Gender Pay Gap Table

Row Labels	Female	Male	Pay Gap %
Full-time	€16.25	€15.38	-5.66%
Part-time	€13.50	€13.50	0.00%
Temporary	€12.70	€12.70	0.00%
Grand Total	**€14.50**	**€14.50**	**0.00%**

Bonus Pay

- Average male bonus: €10,100
- Average female bonus: €3,750
- Mean bonus gap: 62.9% (men receive higher bonuses on average)
- Bonus participation: 6.0% of men and 4.9% of women received a bonus

While there are relatively few employees who receive any bonus in Glenilen Farm there is a clear gap.

Reviewing bonus structures within Glenilen Farm will be the key action from this report.

Pay Quartiles

Women are underrepresented in the lowest pay quartile but relatively well represented in the upper quartile (42%). The middle quartile shows near parity. This pattern reinforces the finding that women's average pay is slightly higher than men's overall — a healthy sign of gender balance across pay levels.

Quartile	Female %	Male %
Lower	15.6	84.4
Middle	51.6	48.4
Upper Middle	23.3	76.7
Upper	41.9	58.1