



Staunton Foods

Gender Pay Gap Report 2025

Snapshot date: 30/06/2025

Staunton Foods Ltd. was established in 1950 and has been supplying quality pork and bacon products for over 70 years both to domestic and export markets.

Based in the picturesque village of Timoleague, in rural West Cork, Staunton Foods Ltd. opened a new purpose-built factory in 1996 from where it continues to operate. Subsequent expansion of the factory in 2005, 2008 and again in 2012 has allowed Staunton Foods Ltd. to grow to become one of the main pig meat processors in Ireland.



Staunton Foods is delighted to present its 2025 Gender Pay Report in accordance with the Gender Pay Information Act 2021. Staunton Foods is an equal opportunity and an equal pay employer. We fully recognise our industry remains one where typically, at all levels, more men are employed than women; however, creating a diverse and inclusive culture is core to our values.



What is Gender Pay Gap Reporting?

Gender pay gap reporting requires employers to publish their average hourly pay gap between men and women. The purpose is to increase transparency, hold employers accountable, and encourage measures to reduce or eliminate pay disparities.

What does the Gender Pay Gap Measure?

The Gender Pay Gap measures the gap between male and female pay across the business, regardless of role or seniority. We are required to publish the following calculations:



- Total Pay Gap – Mean and Median – permanent staff
- Total Pay Gap – Mean and Median – temporary staff
- Bonus Pay Gap – Mean and Median
- Proportion of men and women receiving bonus pay
- Proportion of men and women in different pay quartiles

The gender pay gap does not take into account the different jobs or responsibilities that individual men and women may have. This means that it is not the same as equal pay for equal work. Equal pay for equal work is a legal obligation requiring that men and women are paid equally where they are doing the work that is the same, similar, or of equal value. Men and women are paid equal pay for equal work at Staunton Foods.



Overview

Producing this, our first gender pay gap report, sets out our current position, from which we can measure changes in future years, it gives us a benchmark. Most meat processing factories traditionally have a male-dominated workforce, and we are no different.

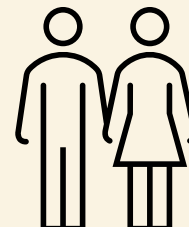
The extent of this variance must be open to change, as society is changing, and as the availability of talent in the job market changes. We need to ensure that we have an inclusive recruitment policy and a positive work environment for all our staff.

Our main area of employment is general operatives on the factory floor and the proportion of women applying for these roles is relatively small. In areas such as administration, health and safety, human resources, and quality control, we are more successful in attracting female applicants for roles.



GENDER PAY GAP DATA TABLE

Overall gender split of employees: 10% female, 90% male



Permanent Staff - Total Pay Gap

Mean		Median	
Male - Female difference	-3%	Male - Female difference	1%

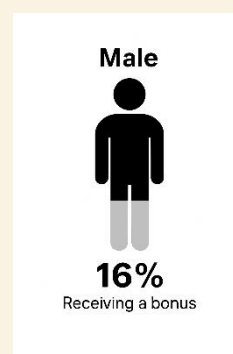
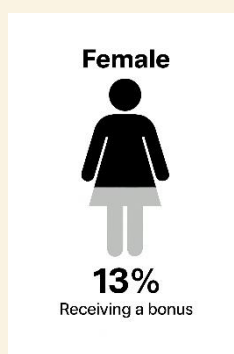
Temporary Staff - Total Pay Gap

Mean		Median	
Male - Female difference	0%	Male - Female difference	0%

Bonus Pay - proportion receiving a bonus

Female 13%

Male 16%





Bonus Pay Gap

Mean		Median	
Male - Female difference		Male - Female difference	
49%		0%	

Pay quartiles

	Lower Quartile	Lower Middle	Upper Middle	Upper Quartile	Total
Female	17%	3%	3%	16%	10%
Male	83%	97%	97%	84%	90%

