

Gender Pay Gap Report

Company: East Coast Bakehouse

Date Established: 25th February 2015

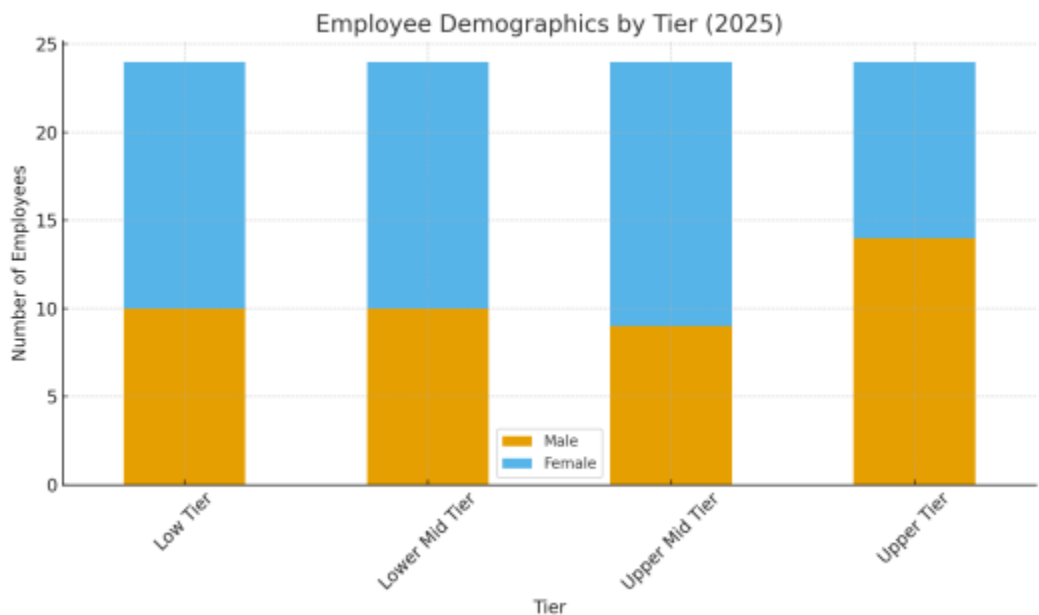
Reporting Date: 30th June 2025

Total Employees: 96 (including 2 on maternity leave)

Employee Demographics

As of June 2025, East Coast Bakehouse employs 96 staff, comprising of 53 women and 43 men. Two female employees are currently on maternity leave. Women therefore represent the majority of the workforce, 55%, while men represent 45%.

In the lower and lower-mid tiers, women continue to hold a majority presence at 58%. The upper mid-tier shows an even stronger female representation at 62%, compared to 38% male. In the upper tier, men hold a larger share, 58%, but women maintain a strong presence at 42%. This structure illustrates a balanced workforce, with women well positioned across management levels.



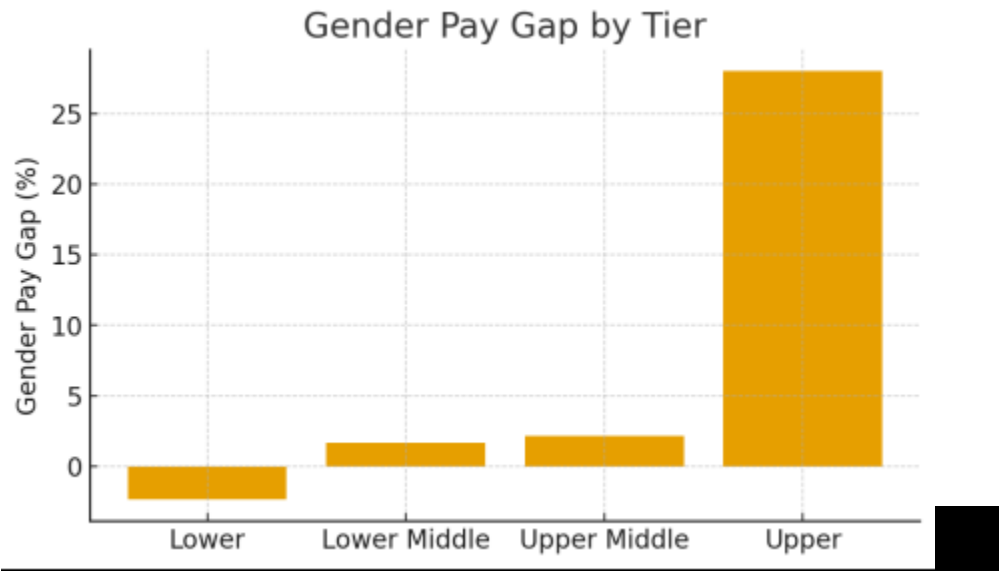
Pay Information

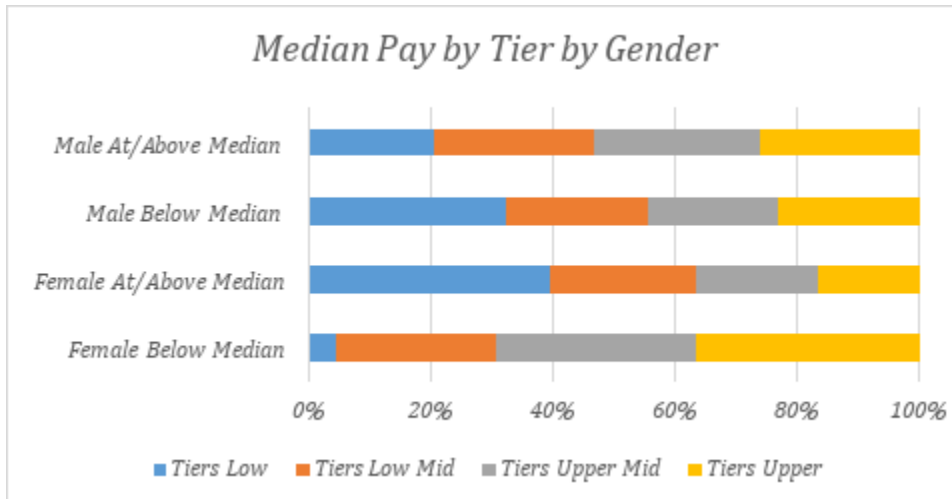
In 2025, East Coast Bakehouse reports a mean gender pay gap of 21.3%, with women on average earning less than men. The median gender pay gap is significantly smaller at 4%, indicating that the typical earnings of men and women are more closely aligned.

Across job tiers, gender representation above and below the average pay varies. In the Lower Tier, women earn 2.36% more than men, indicating a reverse pay gap at entry level. In the Lower Middle Tier, women earn 1.67% less than men. In the Upper Middle Tier, the gender pay gap increases slightly to 2.13%, again in favour of men.

In both the Lower and Lower Middle Tiers, the median hourly pay for men and women is nearly identical, indicating that employees performing comparable roles at these levels tend to earn similar rates regardless of gender. This reflects a balanced distribution of men and women across roles with consistent pay structures. The Upper Middle Tier also shows little difference in median pay between genders. This shows that progression into mid-level roles does not introduce significant gender-based differences and that pay-setting practices at this level remain broadly equitable.

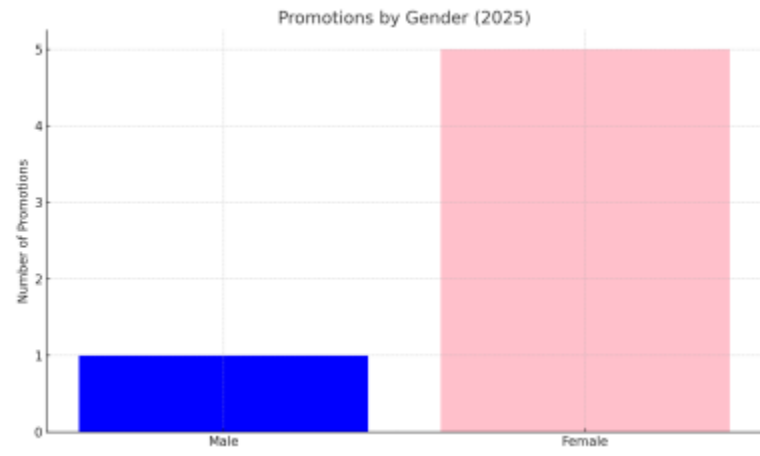
The most significant difference is seen in the Upper Tier, where the gender pay gap reaches 28%. This is predominantly driven by the distribution of the more senior roles, with men more frequently occupying positions that sit at the top end of the pay scale. Although women are present at senior levels, the concentration of male employees in these positions drives a larger gap at this tier.





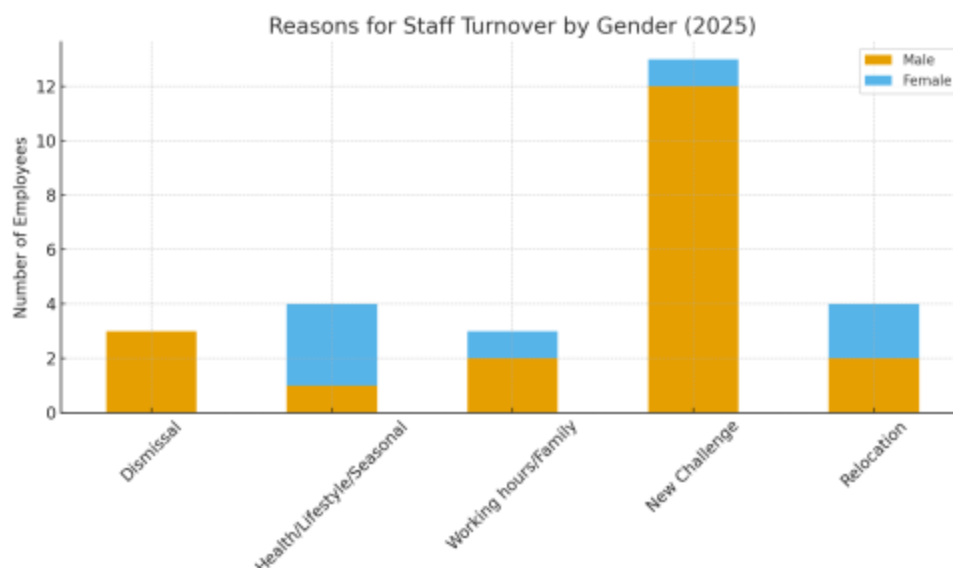
Promotions and Career Development

Over the past year, six promotions were awarded within East Coast Bakehouse. Of these, five were achieved by female employees and one by a male employee. This strong skew toward female promotions underscores the company's commitment to recognising and advancing female talent into roles with greater responsibility and opportunity.



Retention and Turnover

Employee turnover in 2025 was 27.8 percent, with 27 men and seven women leaving the company. The majority of male exits were due to pursuing new challenges, accounting for 12 departures. Female turnover was notably lower, again highlighting greater stability among women in the workforce. Other reasons for departures included relocation, lifestyle considerations, and family responsibilities.



Bonuses and Benefits

During the reporting year, all discretionary bonuses were awarded to male employees. Similarly, car and healthcare allowances were provided exclusively to men. While this distribution reflects the current structure of senior benefit allocation, it presents an important opportunity for future improvement by extending performance-based rewards to female employees, either through promotions, appointments or by broadening the rewards scheme to other levels, all of which align with the company's commitment to equity and fairness.

Conclusion

The 2025 gender pay gap report for East Coast Bakehouse highlights both progress and opportunity. Women form the majority of the workforce and are well represented across all tiers of the company. Median pay demonstrates stronger parity between men and women, with a 4 percent gap, and all pay levels exceed Ireland's living wage.

Promotions continue to favour women, reflecting investment in female leadership. Retention levels also suggest that women experience the company as a stable and supportive workplace. While mean pay and bonus allocation show areas where male employees continue to dominate, these figures highlight areas of focus for the next stage of the company's equity journey.

Overall, East Coast Bakehouse is committed to building on a strong foundation of inclusivity and fairness, with clear progress in female advancement and retention, and identified opportunities to further balance pay and benefits at the highest levels.