GENDER PAY GAP REPORT 2025

At McCormack Family Farms, we are committed to fairness, equality, and transparency in our workplace. As required under the Gender Pay Gap Information Act 2021, this report outlines our gender pay gap based on data captured on our snapshot date: 30th June 2025. This report covers all relevant employees, including full-time, part-time and temporary staff employed on the snapshot date.

Workforce Representation

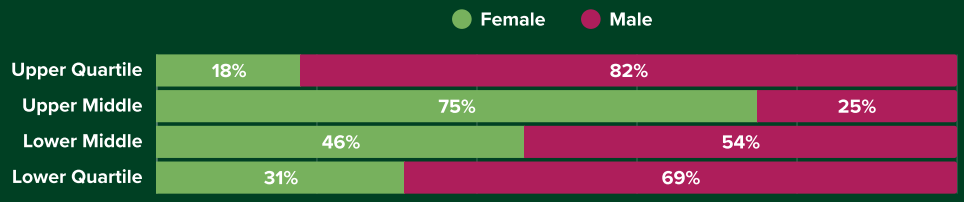
Female	Male
36%	64%

Part-time Employees

Female	Male
3%	19%

Pay Quartile Breakdown

Measures how many males & females are represented in each quarter of a business, when segmented by pay from highest to lowest.



Mean and Median Pay

Mean Gap is 0.06%
Median Gap is -6.8%

- **Mean Pay Gap**

The mean gender pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men, within the company.

- **Median Pay Gap**

Represents the middle point of a population. If you include all the women at a company and all the men, the median pay gap is the difference between the hourly rate of pay for the middle woman as compared to the hourly rate of pay for the middle man.

- **Bonus**

We do not operate a bonus package as part of any employee's remuneration.

- **Benefit in Kind**

Proportion of Employees 9% female and 0% male.

As this is our first year reporting on our Gender Pay Gap, we are happy to see that our results are very balanced, and we will strive to maintain and improve them.

The Agriculture Industry attracts more males than females, particularly in the area of manual labour, harvesting, and seasonal field work; therefore, we see a higher representation of males applying for those positions, as well as part-time roles.

There is a higher representation of males to females in the upper quartile and a higher representation of females in our supervisory roles, which is the pipeline to leadership. We will continue to strive to balance our gender representation at the senior level by providing access to development programmes. We will continue to have balanced interview panels, inclusive job descriptions and fair and transparent recruitment standards.

Stephen McCormack
Managing Director