



TRADITIONAL CHEESE COMPANY LTD.

Gender Pay Gap Report 2025



<https://www.linkedin.com/company/traditional-cheese-company/>



<https://www.traditionalcheese.ie/>



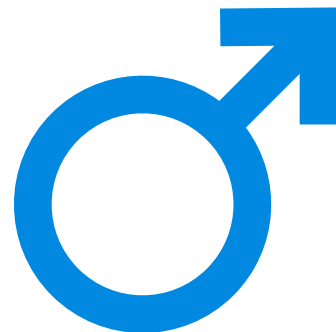
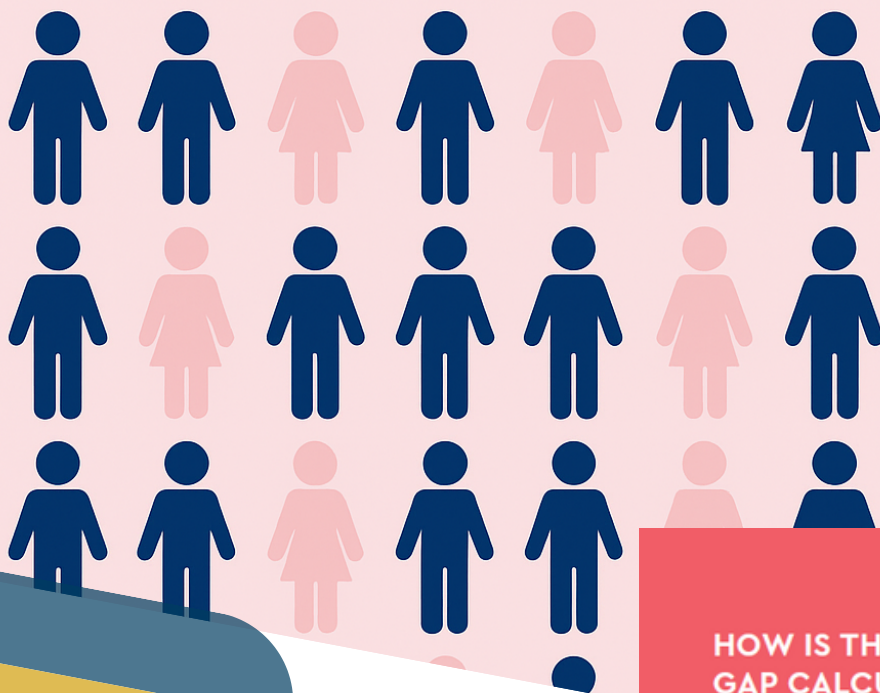
info@traditionalcheese.ie

WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay across a range of metrics.

Organisations with over 50 employees are being asked to report on their Gender Pay Gap for the first time in 2025.

The gender pay gap in Ireland stands at 6.9%. This means, that, on average, women earn 6.9% less per hour than men.



HOW IS THE GENDER PAY GAP CALCULATED?

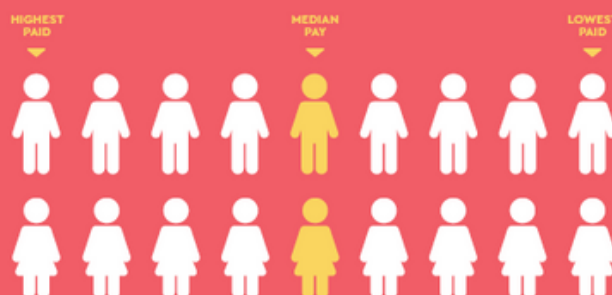
CALCULATING THE MEAN

The mean is the average. This is calculated by adding up all the salaries from all employees from both genders, and dividing it by the number of employees



CALCULATING THE MEDIAN

If all employees were lined up in rows of male and female in order of pay from highest to lowest, the median gender pay gap compares the pay of the female in the middle of their line and the pay of the middle male.



Introduction and Scope

Traditional Cheese Company Ltd. is committed to equality, fairness, and inclusion across all aspects of employment. This Gender Pay Gap Report has been prepared in accordance with the Gender Pay Gap Information Act 2021 and accompanying regulations, which require employers with 50 or more employees to publish details of their gender pay differences each year.

The purpose of this report is to provide transparency around pay equality at TCC and to demonstrate our continued commitment to ensuring that men and women are paid fairly and equitably for the work they perform. The report outlines key metrics relating to average pay, bonuses, and benefits, as well as the proportion of men and women in each pay quartile, supported by narrative analysis and action planning.

This report covers all employees of Traditional Cheese Company employed as of the snapshot date, 30 June 2025, representing the 12-month period from 1 July 2024 to 30 June 2025. The analysis includes all full-time, part-time, and temporary employees and reflects the data required under Irish gender pay gap legislation. The findings are based on payroll and HR records for the reporting period and follow the standard calculation methodology set out in the regulations.

At TCC, we recognise that gender equality is essential to sustaining a diverse and high-performing workforce. We continue to build a workplace where every employee has equal access to opportunities, professional development, and recognition, ensuring fairness, respect, and inclusion remain at the heart of our culture.



About Traditional Cheese Company



Traditional Cheese Company (TCC) is a privately owned, 100% Irish business specialising in the promotion and distribution of a wide range of Irish and Continental cheeses. Founded in 1984 by Eugene Carr as an independent specialist wholesaler in Irish Farmhouse Cheese, the company expanded rapidly under the joint leadership of Gráinne Whalley, who joined in 1985.

In 2000, TCC moved to its current premises and later extended its facilities to increase production capacity and support the transition to centralised distribution. Over four decades, TCC has become a leading supplier of Irish and Continental cheese to the retail, foodservice, and manufacturing sectors, serving customers nationwide through a robust logistics network.

The company's achievements include being voted "Best Dairy Supplier" at the Food Awards 2016 and 2017, reflecting its commitment to quality, innovation, and service excellence. TCC's experienced management team brings together expertise in cheese sourcing, evaluation, retail management, culinary arts, and cheesemaking—driven by a shared passion for artisan food and Irish dairy heritage.

With distribution centres in Dublin, Cork, and Galway, and a fleet of refrigerated vehicles, TCC ensures reliable service to customers across Ireland. Through its strong supplier relationships and dedication to sustainability, TCC continues to grow as a trusted name in the Irish food industry, combining traditional values with modern practices.

Legislative Context and Company Overview

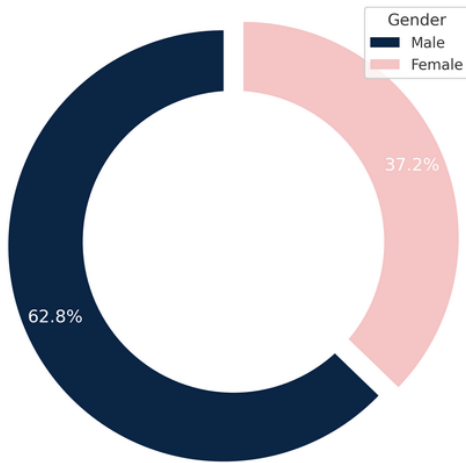
The Gender Pay Gap Information Act 2021 requires organisations in Ireland to report the mean and median differences in hourly pay, bonus pay, and benefits in kind between male and female employees. Employers are also required to report the proportions of males and females in each pay quartile, and provide a narrative explaining any identified gaps.

Traditional Cheese Company operates within the food distribution sector and employs 70 people across its production, sales, and administration teams. The company's workforce includes a diverse mix of full-time, part-time, and contract employees. This report reflects the data snapshot taken on 30 June 2025, covering the reporting period from 1 July 2024 to 30 June 2025.

As a values-driven organisation, TCC is committed to building a workplace where every employee feels valued, supported, and empowered to succeed – regardless of gender, background, or role.

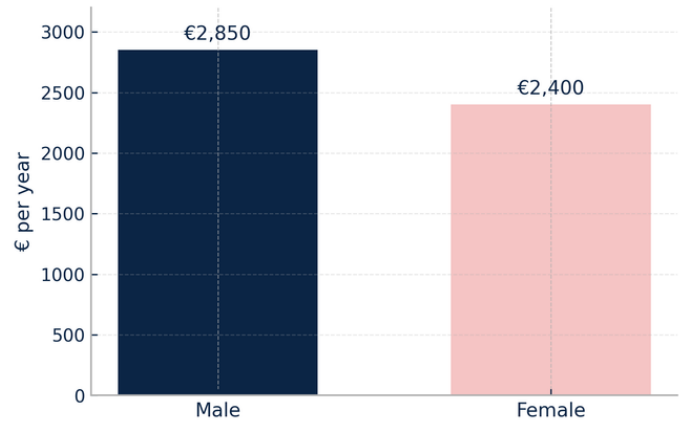


Percentage Receiving a Bonus (%)



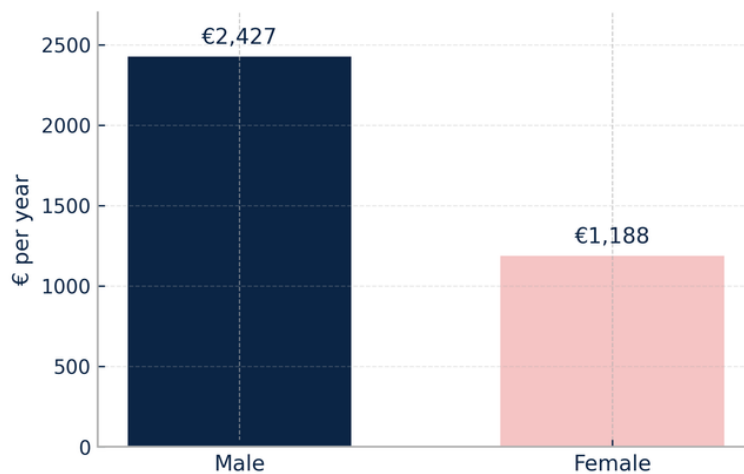
The data shows that 45% of male employees and 26.7% of female employees were awarded bonuses. While participation differs, the company continues to review its recognition and reward structures to ensure fairness and transparency.

Median Bonus Pay (€)



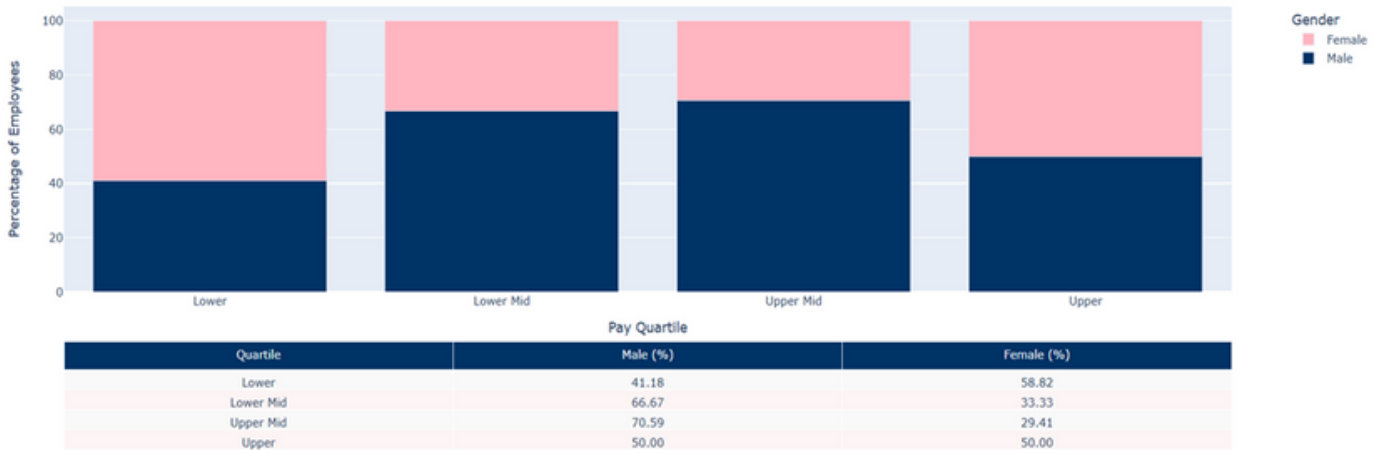
The median male bonus was €2,850, compared with €2,400 for female employees. While differences exist, the company continues to review its bonus framework to ensure fairness, consistency, and equal access to performance-related rewards.

Mean Bonus Pay (€)



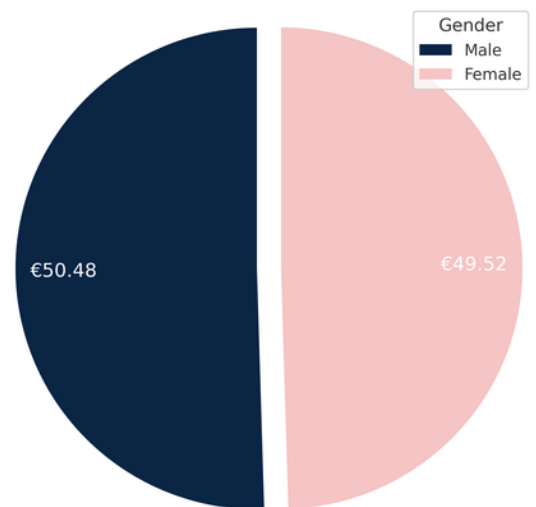
The average male bonus was €2,427, while the average female bonus was €1,188. This difference reflects variations in role profiles and participation in bonus-eligible positions, which TCC continues to address through equitable reward practices.

Gender Distribution by Pay Quartile (%)



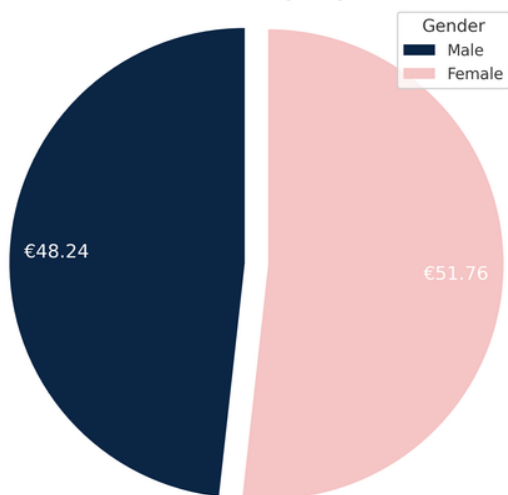
The chart below presents the gender distribution across the four pay quartiles within Traditional Cheese Company as of the June 2025 snapshot. Female employees represent a higher proportion of the lower quartile (58.82%), indicating stronger representation in lower-paid roles. In contrast, male employees dominate the lower-middle (66.67%) and upper-middle (70.59%) quartiles, reflecting a greater concentration of men in mid- and higher-earning positions. The upper quartile shows an even 50:50 gender balance, suggesting progress toward equality at the most senior pay levels. These findings indicate that gender representation varies by pay band, contributing to the overall gender pay gap observed within the organisation.

Mean Hourly Pay (€)



The average male hourly rate was €21.56, while the female rate was €21.15. The minimal difference highlights strong pay equity across the workforce and consistent application of fair pay practices.

Median Hourly Pay (€)



The median hourly rate for men was €16.90, compared with €18.13 for women, indicating near parity in hourly earnings and reflecting balanced pay practices across the organisation.

Understanding the Gaps

The 2025 gender pay gap results for Traditional Cheese Company Ltd shows a minimal difference in hourly pay between men and women, with women earning slightly higher at the median level. However, the bonus pay gap and distribution of males and females across pay quartiles highlight structural and occupational factors that influence overall outcomes.

The key reasons contributing to these gaps are as follows:

1. Workforce Structure and Role Distribution

The company's gender pay gap largely reflects the structure of our workforce and the distribution of men and women across different roles. Female employees are more strongly represented in administrative, coordination, and support roles, while male employees dominate field sales and operational roles, which generally attract higher levels of variable pay and allowances.

2. Bonus Eligibility and Role Profile Differences

The gender difference in bonus pay is primarily linked to role profiles. A higher proportion of male employees occupy positions that include performance-related bonus schemes (e.g., sales and management roles). Female employees, meanwhile, are in non-bonus-eligible positions, resulting in a greater variation in bonus outcomes (e.g., HR, QA and Supply Chain).

3. Legacy Pay and Tenure Patterns

Our highest-paid employee and one of the most senior positions in the organisation is held by a female employee, demonstrating strong female representation at senior level. However, male employees with longer tenure tend to hold certain senior roles with legacy pay arrangements, which affects the mean pay figure even though median pay remains closely aligned.

4. Industry and Occupational Trends

The food distribution industry traditionally attracts more men into logistics, transport, and field sales roles, and more women into office-based administrative functions. This pattern, reflected across the wider sector, also influences TCC's gender distribution and resulting pay profiles.

Actions to Address the Gender Pay Gap

At Traditional Cheese Company Ltd., we are committed to maintaining fairness, equality, and transparency in all aspects of pay and progression. While the current data demonstrates positive gender balance at key levels, the following actions will help sustain and further strengthen this progress:

1. Annual Pay and Role Review

Conduct an annual review of pay bands, job classifications, and salary benchmarking to ensure consistency and equity across comparable roles.

2. Bonus Scheme Accessibility

Review performance-based bonus eligibility criteria to ensure they remain transparent, inclusive, and equally accessible to all employees.

3. Encouraging Gender Balance in Higher-Paid Roles

Promote greater female representation in field sales, logistics, and management roles through targeted career development, training, and internal progression pathways.

4. Inclusive Recruitment and Succession Planning

Apply inclusive recruitment practices to attract diverse candidates and ensure balanced shortlists for senior and leadership positions.

5. Leadership and Bias Awareness Training

Continue to provide training to managers and leaders on unconscious bias, fair pay decisions, and inclusive career advancement practices.

6. Ongoing Monitoring and Transparency

Maintain annual gender pay gap analysis and reporting to monitor progress, ensure accountability, and communicate openly with employees about initiatives and improvements.

Looking Ahead

The 2025 Gender Pay Gap Report reflects a positive and encouraging position for Traditional Cheese Company Ltd. Our data shows strong pay equity between men and women, with minimal differences in both mean and median hourly rates. In addition, female representation at senior levels including the fact that our highest-paid employee and one of our most senior positions is held by a woman, demonstrates the organisation's ongoing commitment to fairness, inclusion, and merit-based progression. While some variations in bonus outcomes and role distribution remain, these are linked to structural and industry-wide factors rather than unequal pay practices. Our action plan outlines clear steps to continue strengthening transparency, accessibility, and gender balance across all roles within the company.

We remain committed to building a workplace where every employee has equal opportunity to grow, develop, and succeed. We will continue to review our practices, invest in inclusive progression pathways, and promote diversity across all functions. By maintaining a culture centred on fairness, respect, and continuous improvement, we look forward to shaping a future that is even brighter, more balanced, and more empowering for everyone at Traditional Cheese Company Ltd.

