# Gender Pay Gap Report – Seerys Heatherfield Ltd.

Reporting Year: 2025

Snapshot Date: 6th June 2025

Publication Date: 28th November 2025

Headcount at Snapshot Date: 6th November 2025

## 1. Introduction

Seerys is a family-owned Irish bakery established in 1989, specializing in high-quality handmade cakes, and puddings. Based in Carlow, Seerys supplies premium baked goods to leading retailers and foodservice providers across Ireland, the UK and Europe. The company prides itself on traditional recipes, sustainable sourcing, and a commitment to quality craftsmanship with a diverse and inclusive workforce to deliver high quality products. With a growing workforce of 75 people and modern production facilities, Seerys combines artisanal baking heritage with innovation to meet evolving customer needs.

## 2. Gender Pay Gap Metrics

This report is prepared in accordance with the Gender Pay Gap Information Act 2021 (Ireland). It summarizes pay gap statistics based on the provided wage data.

Key Statistics

Hourly Rate

Mean hourly rate (Male): €16.51

Mean hourly rate (Female): €14.87

Median hourly rate (Male): €14.50

Median hourly rate (Female): €14.00

Pay Quartile Distribution

| Quartile | Female | Female | Male |
|---|---|---|---|
| Q1 (Lowest) | 18 | 0 | 13 |
| Q2 | 9 | 0 | 4 |
| Q3 | 6 | 1 | 9 |
| Q4 (Highest) | 4 | 9 | 7 |

## Bonus Remuneration

Seerys issued non-cash vouchers during the reporting period. For Gender Pay Gap reporting, these are treated as bonus remuneration. The figures below are expressed as percentages, not monetary values.

Proportion receiving a voucher: Male 100.00%, Female 100.00%.

Mean voucher value (as % of male mean): Male 100.00%, Female 101.35%.

Median voucher value (as % of male median): Male 100.00%, Female 100.00%.

Mean bonus remuneration gap (male–female as % of male): -1.35%.

Median bonus remuneration gap (male–female as % of male): 0.00%.

| Metric | Male (%) | Female (%) |
|---|---|---|
| Proportion receiving voucher | 100.00% | 100.00% |
| Mean voucher (as % of male) | 100.00% | 101.35% |
| Median voucher (as % of male) | 100.00% | 100.00% |

## Benefits in Kind

Seerys does not provide benefits in kind to employees. Therefore, there are no benefit-related gender pay gap figures to report.

## Employment Type

Gender Pay Gap (Mean): 9.93%

Gender Pay Gap (Median): 3.45%

- Pay Quartiles

Percentage of male and female employees in each quartile:

Gender Representation by Pay Quartile

General Operators (Hourly Rate Range: 0% – 25%)
Male: 55.0% | Female: 45.0%
Total Employees: 20

Team Leaders (Hourly Rate Range: 25% – 50%)
Male: 25.0% | Female: 75.0%
Total Employees: 20

Managers (Hourly Rate Range: 50% – 75%)
Male: 55.0% | Female: 45.0%
Total Employees: 20

Senior Management (Hourly Rate Range: 75% – 100%)
Male: 33.33% | Female: 66.67%
Total Employees: 21

3. Narrative Explanation

The gender distribution across pay quartiles at Seerys shows notable variation:

- General Operators (General Operators: 0% – 25%)
  Male employees represent 55%, while female employees account for 45%. This suggests a slightly higher concentration of men in the lowest pay band, primarily in packing and cleaning roles.

- Team Leaders (Team Leaders: 25% – 50%)
  Female representation increases significantly to 75%, with males at 25%. This quartile largely consists of operational roles such as packing and production, where women are more prevalent.

- Managers (Managers: 50% – 75%)
  Gender distribution shifts again, with 55% male and 45% female, indicating more men in mid-range roles, including warehouse and production.

- Senior Management (Senior Management: 75% – 100%)
  Female employees make up 66.67%, while males account for 33.33%. This quartile includes management and administrative positions, where women hold a strong presence, including several senior roles.

- Key Observations:

- Women dominate the highest pay quartile, which is positive for gender equality at senior levels.

- Men are slightly overrepresented in the lowest quartile, suggesting concentration in lower-paid operational roles.

- There is no evidence of a structured bonus or benefits system, which simplifies compliance but limits opportunities for performance-based pay equity analysis.

- 4. Action Plan

- Career Development Programs
  Introduce targeted training for male and female employees in lower quartiles to support progression into mid and upper quartiles.

- Recruitment and Retention Strategy
  Monitor recruitment practices to maintain gender balance across all levels, especially in entry-level roles where male representation is higher.

- Regular Gender Pay Audits
  Continue annual reporting and consider interim reviews to track progress and identify emerging trends.

## 5. Additional Information

- 059914246

-hr@seerys.ie

## 6. Publication

This report is published on www.seerys.ie and will be submitted to the Irish Government’s gender pay gap reporting portal once available.

Recipients: Male 30, Female 37.