



2024 GENDER PAY GAP STATEMENT



2024 Gender Pay Gap Statement

At Country Style it is very important to us that each one of our colleagues feels valued whatever their gender. We adhere to the principle of equal opportunities and equal treatment for everyone.

We welcome this opportunity to report on our progress in ensuring equitable reward for all of our people.

We can report that our overall median gender pay gap in 2024 is 3.8% and our overall mean gender pay gap is 7.8%, compared to the UK median average of 14.2% and UK mean average of 13.2%*.

It remains a priority for us to further improve equality in our workforce.

These figures relate to Country Style Foods Limited.

I can confirm that the information reported is accurate and we look forward to providing a further update on our progress in 2025.

* Office of National Statistics Annual Survey of Hours and Earnings 2023

Joe Wood

Managing Director



All companies with 250 or more employees are required to publish their gender pay gap information under legislation that came into force in April 2017.

Companies have to publish the gap in pay between men and women on both a median basis (the difference between the midpoints in the ranges of men's and women's hourly pay) and a mean basis (the difference between the average hourly pay between male and female staff).

In addition, employers are required to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay and showing the proportion of men and women in each group. Employers are also required to disclose percentages of staff receiving bonuses by gender and the gender gap on bonuses.

Gender Pay Gap

The data illustrates our mean and median hourly gender pay gap at the snapshot date of 5th April 2024. The data covers both our full-time and part-time staff. There is no difference in pay rates for different genders carrying out equivalent roles.

Our gender pay gap of 3.8% (median) and 7.8% (mean) is well below the UK average of 14.2% (median) and 13.2% (mean). We are encouraged with this outcome although recognise that more progress can always be made.

Gap in pay between men and women

| | |
|-------------|-------------|
| Median | Mean |
| 3.8% | 7.8% |

Gender Bonus Gap

| | |
|-----------|-----------|
| Median | Mean |
| 0% | 0% |

Gender Distribution by Pay Quartile

