



The
Culinary
Food Group

Gender Pay Gap

Report 2024

OUR GENDER PAY GAP

At the snapshot date of 30th June 2024, TCFG (Naas) Ltd has **178** employees across Ireland.



PAY GAP

ALL EMPLOYEES

MEAN PAY GAP

12%

FEMALE

ALL EMPLOYEES

MEDIAN PAY GAP

1%

Male

BONUS PAY GAP

MEAN BONUS GAP

10%

FEMALE

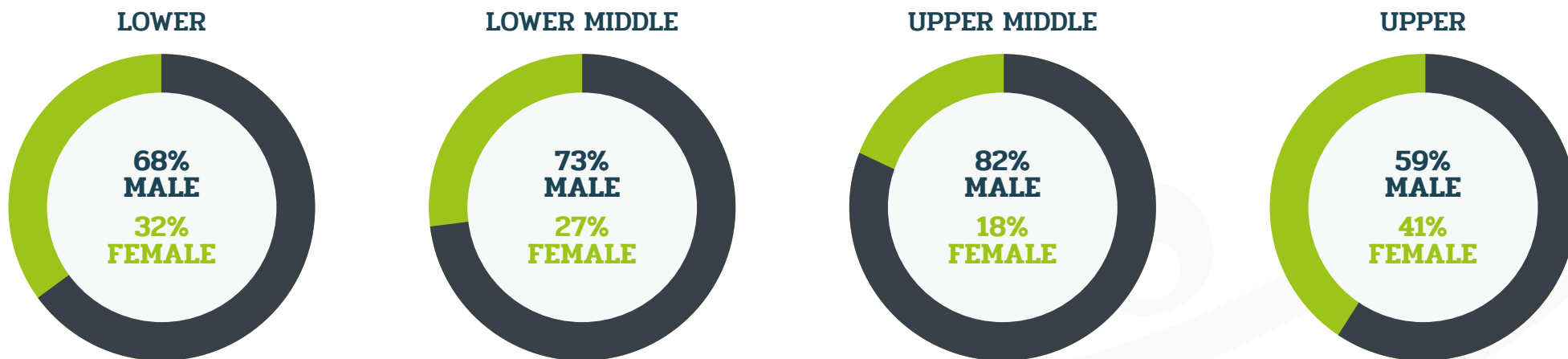
MEDIAN BONUS GAP

0%

OUR GENDER PAY GAP

Our gender pay gap, favouring women, stems from their stronger representation in senior, highly compensated roles, particularly in the upper quartile. This drives both the average and median pay gaps.

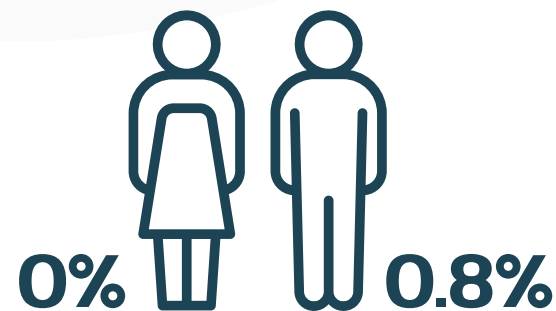
The bonus gap also reflects a higher percentage of women in skilled and senior positions, with **70% of the Senior Leadership Team being female.**



RECEIVING A BONUS



RECEIVING A BENEFIT IN KIND (BIK)



INTRODUCTION

The Culinary Food Group is a leading food manufacturer specialising in natural stocks, sauces, pasta and culinary prepared ingredients. Our chef-led culinary solutions inspire our customers with competitive, innovative and sustainable products.

INCLUSION AND EQUALITY AT THE CULINARY FOOD GROUP

Our employees are at the heart of our success, and we fully acknowledge that their dedication and hard work are key to delivering exceptional products and services to our customers.

As an equal-opportunity employer, The Culinary Food Group is dedicated to fostering growth and development for all employees. Building a diverse and inclusive workplace is central to who we are.

OUR GENDER PAY INITIATIVES

At The Culinary Food Group, we are actively committed to closing the gender pay gap and fostering an inclusive workplace where everyone can thrive.



Graduate Programme

Our graduate programme consistently attracts a significant number of female participants. Indeed, in 2024, all participants were women. This positive trend underscores our dedication to fostering a diverse workforce from the outset of their careers. By creating pathways for women to thrive within the organisation, we are establishing a solid foundation for balanced representation in the future.



Growing Great Leaders

The Growing Great Leaders programme is designed to cultivate individual leadership styles while expanding our pool of potential leaders at The Culinary Food Group. By enhancing leadership skills among participants, we empower all employees – **regardless of gender** – to confidently embrace challenging roles, thereby driving the success and growth of our organisation.

EVERYDAY INCLUSIVE PRACTICES

The Culinary Food Group is dedicated to attracting top talent and fostering a diverse workforce.

We promote diversity and inclusion by:

Evaluating roles to ensure pay equity.

Providing Career Pathways to encourage growth and development.



Customising recruitment efforts to attract and retain women at all levels.

Maintaining a transparent, performance-based pay system.

Advancing fair representation of women in leadership roles.

Enforcing comprehensive family leave policies, including maternity and parental leave.

Strengthening our commitment to Equality, Diversity, and Inclusion.



Engaging a dedicated Communications Team to foster inclusivity and transparency.

ADDITIONAL INITIATIVES

Inclusive Policies

We support our employees with comprehensive policies like Family Leave, Menopause, Remote Working, and more. These policies ensure a supportive and inclusive workplace for all.

Career Growth Opportunities

Through the MyHUB Anytime app, all employees can access internal career opportunities. Additionally, our Careers Website encourages diverse candidates to apply for roles across the organisation.

Manager Development

Our managers receive training in Interview Skills and Unconscious Bias, along with Dignity at Work Training, ensuring fair treatment and an inclusive hiring process.

Celebrating Diversity

We proudly celebrate events like International Women's Day and Breast Cancer Awareness Day, promoting awareness and inclusion within the workplace.

Employee Development

We offer an Annual Learning and Development Schedule and a Further Education Policy, enabling employees to pursue career advancement and personal growth.

Workplace Feedback

We conduct Culture Surveys to gather employee feedback on Diversity, Equality, Inclusion, and Wellbeing, helping us shape a better work environment.

In Conclusion

We understand that achieving gender pay equality is a process. The initiatives, policies, and programmes we develop constantly evolve to better address pay disparities between men and women in the organisation. We remain committed to regularly reviewing our compensation structures and fostering an environment where everyone, regardless of gender, has equal opportunities for progression and reward.

As we look to the future, we are confident that, in time, the actions we are taking now will help us create a fair and inclusive workplace and ensure that men and women are more equally represented at all levels.



theculinaryfoodgroup.com