



The
Culinary
Food Group

Gender Pay Gap Report 2025

ABOUT THE CULINARY FOOD GROUP

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.

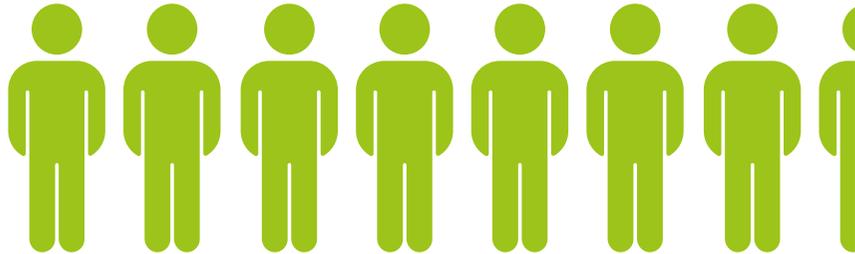
INTRODUCTION

Last year, we set out to take meaningful, measurable action to improve gender equity across The Culinary Food Group. In 2024, our mean pay gap stood at 12% in favour of women, with 41% female representation in the upper pay quartile. Over the past 12 months, we have strengthened internal career pathways, enhanced visibility of opportunities, and embedded inclusive recruitment and leadership practices across our teams.

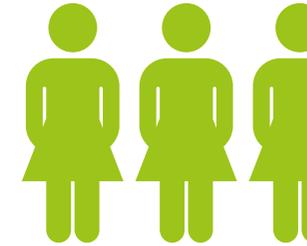
As a result, our mean gender pay gap narrowed to 5% in 2025, reflecting greater balance across roles. While this marks positive progress, we also saw a shift in bonus outcomes and senior representation, highlighting the continued importance of equity in progression and reward. Our focus now is to build on this progress and ensure that all employees, at every level, are supported to thrive.

OUR GENDER PAY GAP

At the snapshot date of 30th June 2025, TCFG (Naas) Ltd has **216** employees.



156 Males
72%



60 Females
28%

PAY GAP

ALL EMPLOYEES

MEAN PAY GAP

-5%
MALE

ALL EMPLOYEES

MEDIAN PAY GAP

2%
Male

BONUS PAY GAP

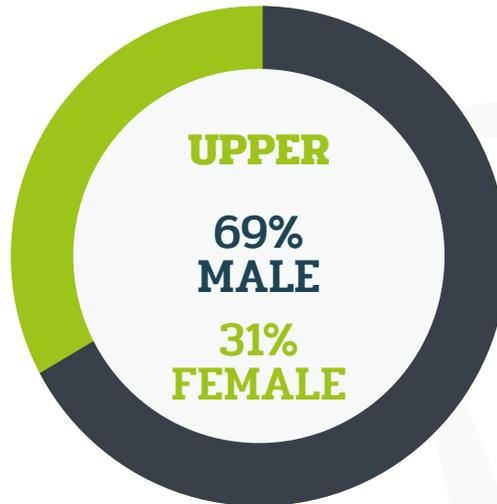
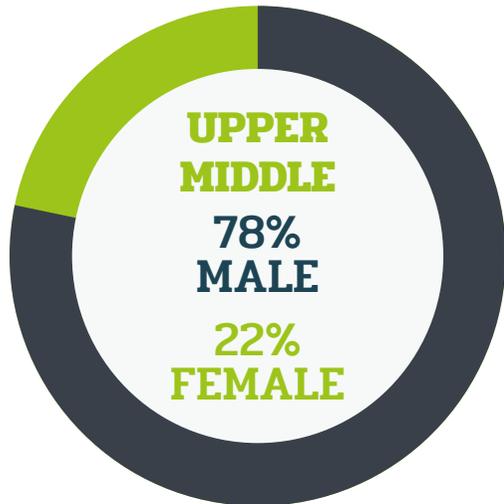
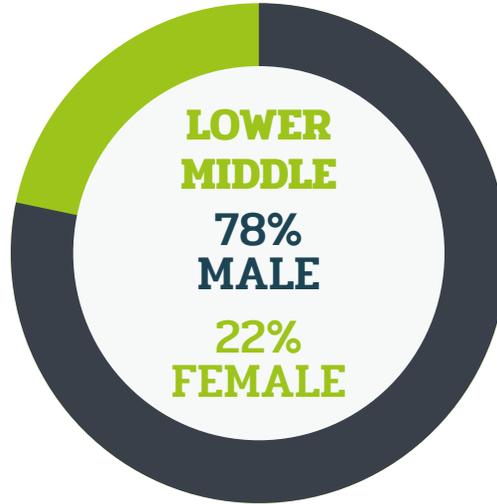
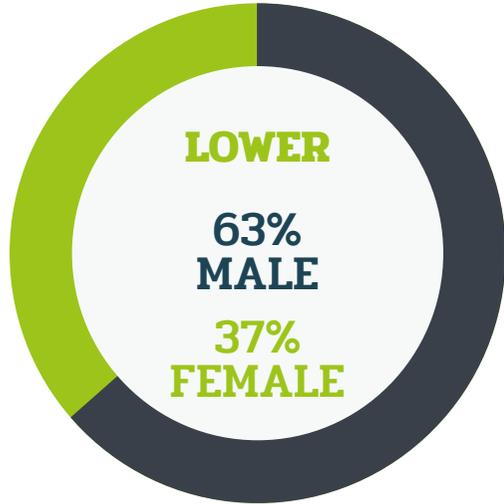
MEAN BONUS GAP

-14%
MALE

MEDIAN BONUS GAP

0%

OUR GENDER PAY GAP



26%

% Receiving Bonus - Female

8%

% Receiving Bonus - Male

0%

% Receiving BIK - Female

1%

% Receiving BIK - Male

WHAT WE'RE DOING TO CLOSE THE GAP

At The Culinary Food Group, we remain dedicated to fostering an inclusive culture where all employees are supported and valued. Our approach focuses on long-term, sustainable actions embedded in everyday practices – from leadership development and recruitment to inclusive policies. These measures are helping to reduce gender pay gap and building an inclusive workplace where everyone can thrive.



Leadership Development

Our Growing Great Leaders programme continued to support emerging talent across the business, helping to build confidence and career readiness at all levels.



Graduate Recruitment

We maintained a strong female presence in our graduate programme, offering a clear pathway for early career progression.



Career Access & Progression

Through the MyHUB Anytime app, internal opportunities are made more accessible. Additionally, our Careers Website encourages diverse candidates to apply for roles across the organisation.



Inclusive Policies

Our commitment to policies like Family Leave, Menopause Support, and Remote Working are in place to ensure a supportive and inclusive workplace for all.



Manager Development

Our managers receive training in Interview skills and Unconscious bias, along with Dignity at Work practices continued across the company, ensuring fair treatment and an inclusive hiring process.



Culture Surveys

We gathered employee feedback on Diversity, Equity, Inclusion, and Wellbeing to inform future planning and address any unseen barriers.

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.



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