

Foyle Food Group Gender Pay Gap Report

2024 / 2025 – English Sites only

1. Main gender pay gap figures

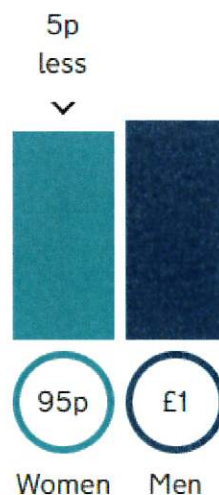
In this organisation:

- women earned 95p for every £1 that men earned (comparing median hourly pay)
- women made up 10.5% of employees in the highest paid quarter, and 32.0% of employees in the lowest paid quarter

2. Hourly pay

In this organisation:

- women's median hourly pay was 5.1% lower than men's – this means they earned 95p for every £1 that men earn when comparing median hourly pay



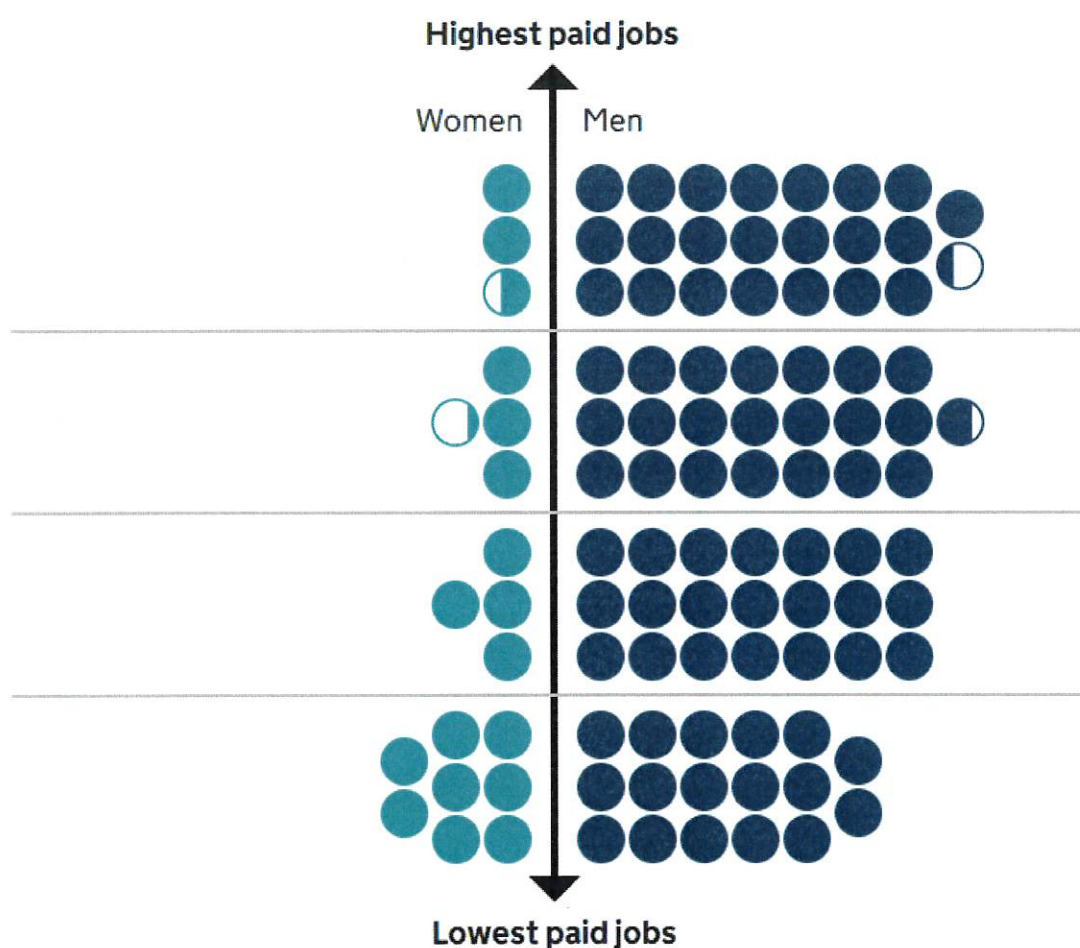
- women's mean (average) hourly pay was 2.7% lower than men's

3. Pay quarters

In this organisation, women made up:

- 10.5% of employees in the upper hourly pay quarter (highest paid jobs)
- 13.0% of employees in the upper middle hourly pay quarter
- 16.0% of employees in the lower middle hourly pay quarter
- 32.0% of employees in the lower hourly pay quarter (lowest paid jobs)

Show explanation for this visualisation



Each ● represents 1% of the employees in this organisation



Tuesday 1st April 2025

Reference: Foyle Food Group – Gender Pay Gap Analysis Reporting 2024 / 2025

Uploaded – Tuesday 1st April 2025

I Stephen Forsythe the Foyle Food Group's Financial Director can confirm that the data uploaded by the Foyle Food Group in respect of the Gender Pay Gap reporting relating to our English sites is accurate.

A handwritten signature in black ink, appearing to read "S. Forsythe". The signature is fluid and cursive, with a distinct loop at the end.

Stephen Forsythe
Financial Director
Foyle Food Group

Making Choice Easy

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