

Country Style 



Gender Pay Gap Report



April 2025

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 colleagues.

We can report that our overall median gender pay gap in 2025 is 3.6% and our overall mean gender pay gap is 7.0%, compared to the UK median average of 13.1% and UK mean average of 13.8%*.

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

These figures relate to the applicable UK entities listed on page 3.

I can confirm that the information reported is accurate and we look forward to providing a further update on our progress in 2026.

Joe Wood
Managing Director

Our median
gender pay gap is

3.6%**



* Office of National Statistics Annual Survey of Hours and Earnings 2024

** Overall median gender pay gap 2025

About This Report

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (UK), (the "Regulations"), we are pleased to present our 2025 Gender Pay Gap Report for the following Country Style entities which are subject to the regulations:

1. Country Style Foods Limited
2. Elisabeth the Chef Limited

	Country Style Foods Limited	Elisabeth the Chef Limited	All UK entities
Median	4.1%	6.3%	3.6%
Mean	6.8%	4.7%	7.0%

Note: A positive gender pay gap indicates the extent to which, on average, male colleagues earn more than female colleagues. A negative gender pay gap indicates the extent to which on average, female colleagues earn more than male colleagues.

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).

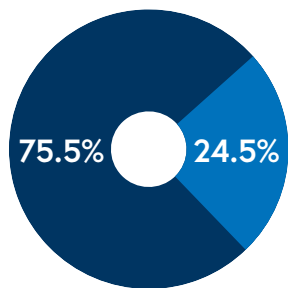
In addition, employers are required to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay and showing the proportion of men and women in each group. Employers are also required to disclose percentages of staff receiving bonuses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

Gender Pay Gap Data: Country Style Foods Limited

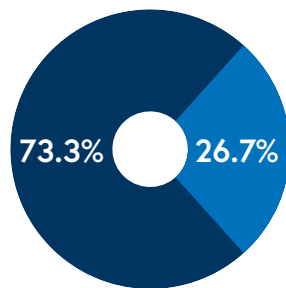
The data illustrates our mean and median hourly gender pay gap at the snapshot date of 5th April 2025. The data covers both our full-time and part-time staff. There is no difference in pay rates for different genders carrying out equivalent roles.

Our gender pay gap of 4.1% (median) and 6.8% (mean) is well below the UK average of 13.1% (median) and 13.8% (mean). We are encouraged with this outcome although recognise that more progress can always be made.

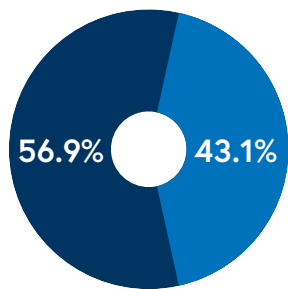
Gender Distribution By Pay Quartile



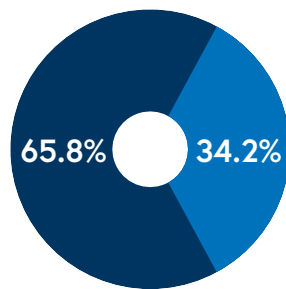
Upper Quartile



Second Quartile



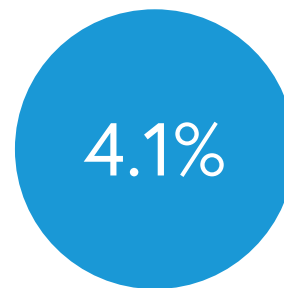
Third Quartile



Fourth Quartile

● Men ● Women

Gap In Pay Between Men And Women

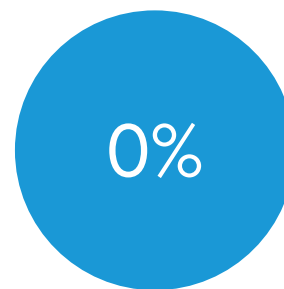


Median

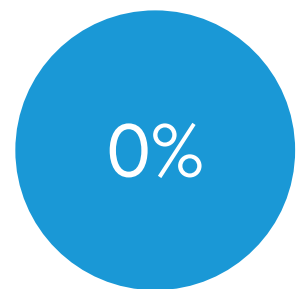


Mean

Gender Bonus Gap



Median



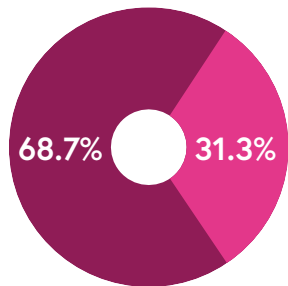
Mean

Gender Pay Gap Data: Elisabeth the Chef Limited

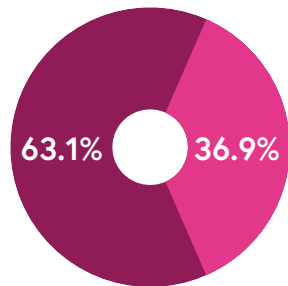
The data illustrates our mean and median hourly gender pay gap at the snapshot date of 5th April 2025. The data covers both our full-time and part-time staff. There is no difference in pay rates for different genders carrying out equivalent roles.

Our gender pay gap of 6.3% (median) and 6.8% (mean) is well below the UK average of 4.7% (median) and 13.8% (mean). We are encouraged with this outcome although recognise that more progress can always be made.

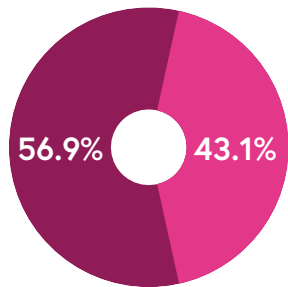
Gender Distribution By Pay Quartile



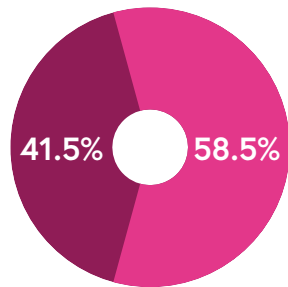
Upper Quartile



Second Quartile



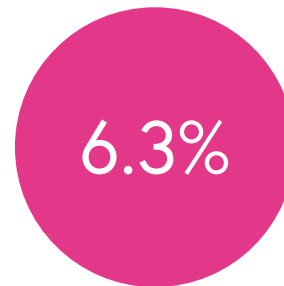
Third Quartile



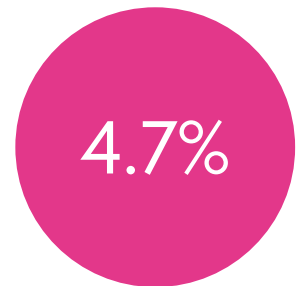
Fourth Quartile

● Men ● Women

Gap In Pay Between Men And Women

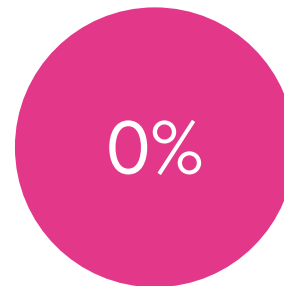


Median

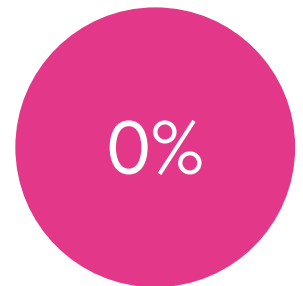


Mean

Gender Bonus Gap



Median



Mean

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.



Declaration

We confirm that the information and data reporting is accurate as at the Snapshot Date of 5 April 2025.

Joe Wood

Director of:

Country Style Foods Limited

Elisabeth the Chef Limited

* Office of National Statistics Annual Survey of Hours and Earnings 2024



Country Style Foods Limited

50 Pontefract Lane, Leeds, LS9 8HY

T: 0113 200 0000

E: info@CountryStyle.co.uk

www.countrystyle.co.uk