



## Gender Pay Gap Report 2025

**MLECZKO DELIKATESY LTD**

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## INTRODUCTION

This report contains Mleczko Delikatesy Ltd statutory disclosure of the gender pay gap for 2025.

### Legislation

Gender pay gap legislation was introduced as an amendment to the Equality Act 2010 to encourage employers to make greater progress in addressing the imbalance of earnings between women and men.

*From 6 April 2017 any UK organisation employing 250 or more employees has to publicly report on its gender pay gap.*

### What is the gender pay gap?

The gender pay gap measures the difference between the average earnings of all men and women in an organisation.

It is reported in six different ways: the mean (average) and median (mid-point on a distribution) gender pay gaps; the mean and median bonus gender pay gaps; the proportion of men and women who received bonuses in a year to 5 April and proportion of men and women according to quartile pay bands.

It does not take into consideration the role that the employee performs or the seniority of the employee. The gender pay gap can occur despite men and women being paid equally for the same or similar roles.

### Mean vs. median

The mean gender pay gap is the difference between the mean (average) hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median represents the middle point of a population. If you lined up all of the women at a company and all of the men, the median pay gap is the difference between the hourly rate of pay for the middle woman compared to the hourly rate of pay for the middle man.



### Equal pay

The gender pay gap differs from equal pay.

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman unless there is a “genuine material factor” for the difference.

Mleczko Delikatesy is an equal-pay employer.

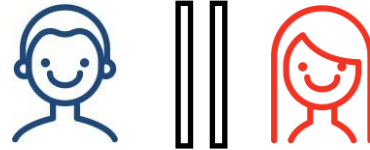
# UNDERSTANDING THE GENDER PAY GAP

Equal pay



Comparison of pay of two people or groups of people carrying out the same, similar or equivalent work.

The gender pay gap



The difference in the average pay of men and women – regardless of the nature of their work – across an organization

**12.8%**

**NATIONAL AVERAGE**

The national gender pay gap is **12.8%\***

Source Office of National Statistics 2025

Example 1. Greater proportion of men in highly paid roles, more women than men in lower-paid roles.



Example 2. Equal number of men and women in highest-paid roles, more women than man in lowest-paid roles.

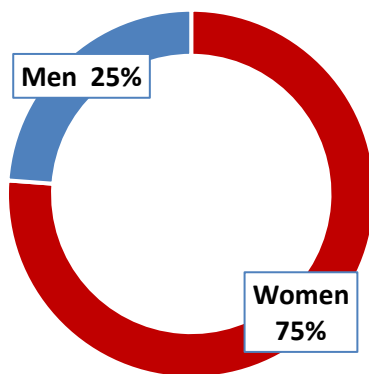


## WORKFORCE REPRESENTATION

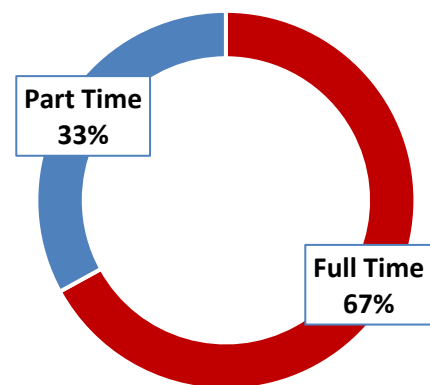
We collected our data on 5 April 2025, when our workforce consisted of 75% women and 25% men, with 67% of staff working full time and women widely holding 75% of part-time roles.



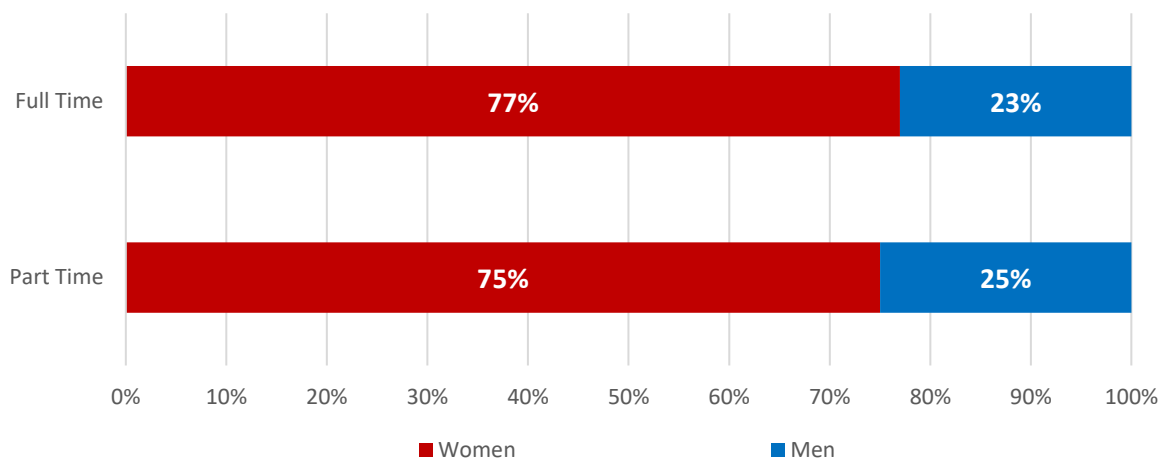
### Workforce gender split



### Working pattern split



### Working pattern vs. gender



## GENDER PAY GAP RESULTS

The overall ordinary gender pay gap as of 5 April 2025 at Mleczko Delikatesy is **3.6%** on a median basis and **8.9%** using mean pay.

This compares to the UK mean gap which, as reported by the Office of National Statistics in April 2025, is 12.8%.



### What is included in our calculations?

**Ordinary pay** is limited to basic pay. It doesn't include pay for overtime, pay relating to sick or maternity pay.

**Bonus pay** comprises two factors, one relates to an annual bonus and the second is a Christmas bonus paid to our staff in December 2024.

Gender pay gap data	Women's earnings are:
Mean gender pay gap in ordinary hourly pay	8.9% lower
Median gender pay gap in ordinary hourly pay	3.6% lower
Mean bonus payment gap	30% lower
Median bonus payment gap	5% lower

The **mean pay gap** is the difference between the average hourly pay of men and women.

The **median pay gap** is the difference between the midpoints in the ranges of the hourly pay of men and women.

The **mean bonus pay gap** is the difference between the average bonus paid to men and women.

The **median bonus pay gap** is the difference between the midpoints in the ranges of bonuses paid to men and women.



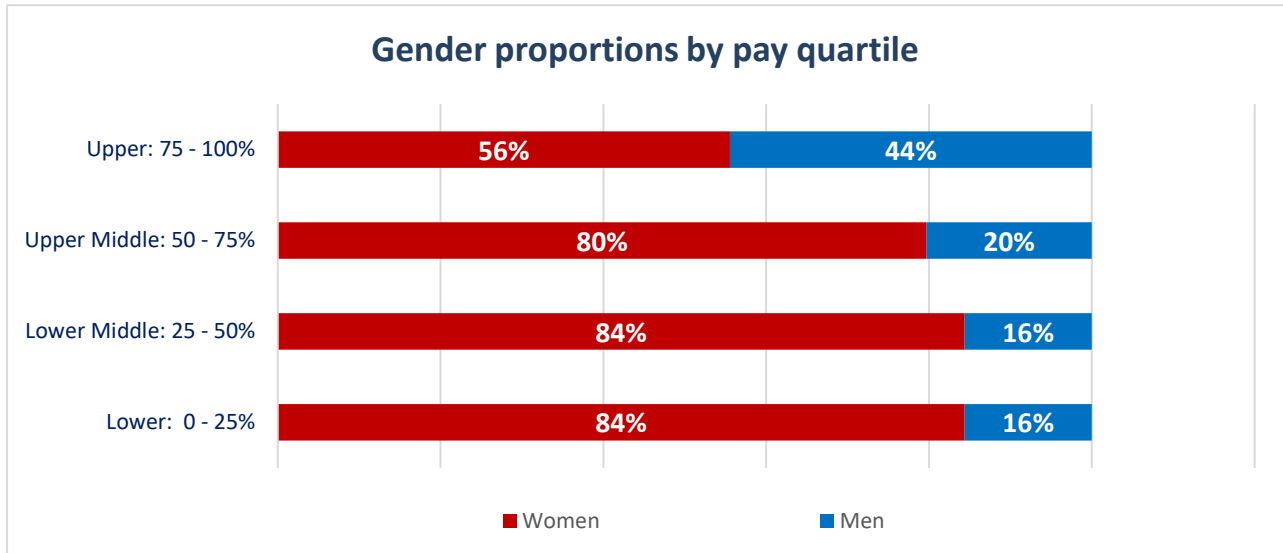
91.3%



82.2%

The proportion of staff who received a bonus during the year to 5 April 2025

The chart below sets out gender proportions in ordinary pay quartiles. We have broken down our reportable workforce in order of fixed pay, from lowest to highest, and divided this into four equal groups to show how the proportions of women and men vary in each quartile.



## WHY DOES MLECZKO DELIKATESY HAVE A GENDER PAY GAP?

Mleczko Delikatesy is confident that men and women are paid equally for the same or equivalent roles. Our gender pay gap is not driven by unequal pay practices, but by structural and workforce-related factors that influence the distribution of earnings across the organisation:

Our workforce is predominantly female, with women representing 75% of employees. In a workforce with a relatively small proportion of men, even minor changes in male representation in higher-paid roles can have a noticeable impact on the overall average (mean) pay gap.

Certain higher-paid specialist roles within the business, such as drivers and skilled production roles, are currently more likely to be held by men. This contributes to a higher average male hourly rate, increasing the mean gender pay gap.

Women in our organisation are more likely to work part-time or in roles that do not attract additional pay premiums. In contrast, men are more likely to work full-time and undertake night shifts or roles with shift premiums, which increases average earnings.

The gender bonus gap is influenced by a combination of factors, including role type, seniority, and working patterns. Bonus payments may also be affected by pro-rata arrangements for part-time employees or those who joined during the year, which can reduce average bonus values.

This combination of factors reflects typical trends within the retail sector and explains the difference in average earnings between men and women at Mleczko Delikatesy.



## TAKING ACTION

Mleczko Delikatesy is committed to reducing the gender pay gap through the following actions:

### Recruitment and Progression

Increase female representation in senior and specialist roles  
Improve attraction of male candidates into entry-level roles  
Strengthen fair and transparent recruitment and promotion processes.

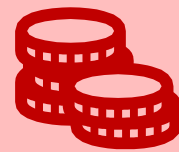


### Family-Friendly Policies

Continue to promote shared parental leave to support balanced career progression.

### Career Development

Establish clear, merit-based career pathways  
Support progression into higher-paid and specialist roles.



### Flexible Working

Expand flexible working options, including job share and part-time leadership roles  
Improve workforce planning to support diverse working patterns.



## DIRECTOR STATEMENT

*We take great pride in the exceptional contributions and achievements of our colleagues at Mleczko Delikatesy Ltd. We are committed to rewarding their hard work and dedication by fostering a supportive work culture and retaining talented individuals across our organisation.*

*While it is positive that our gender pay gap is much lower than the UK average, we believe it is more important to focus on taking meaningful actions to drive equality and inclusivity.*

*Our pay structure is completely gender-neutral, and we are continuously striving to bridge the gender pay gap.*

*As an equal opportunities employer, we take on an approach of appointing the best candidates into the respective roles, in line with the Equality Act.*

*We are committed to foster a culture of exploring new opportunities and encourage our employees to maximise their potential.*

*We are currently making positive improvements to the way we attract, recruit and support our people. We want to ensure that Mleczko is an inclusive and supportive place to work for everyone.*

*I confirm that the information reported is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.*

**Michael Mleczko**  
Company Director

