ProCook®

GENDER PAY REPORT

2025-26

ProCook Group Plc Registered in England and Wales No. 13679248

Introduction from Lee Tappenden, CEO



At ProCook we're proud to champion fairness, inclusivity and opportunity at every level of our business. Whilst we've made progress this year, we know there's more to do. As a B Corp, Living Wage employer and certified Great Place to Work we remain committed to long-term, meaningful change.



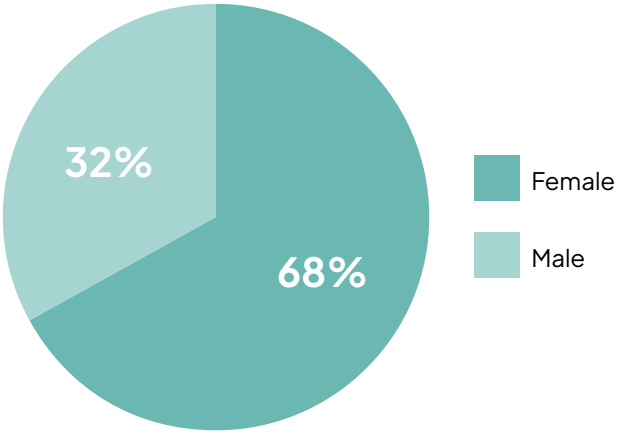
Lee Tappenden,
Chief Executive Officer

What is the Gender Pay Report

We are legally obliged as an employer to give men and women equal pay for equal work, and are also required to report on the overall distribution of pay between genders across the organisation. The gender pay gap measures the difference between the average earnings of men and women in an organisation, regardless of their role or seniority.

The following report follows a calculation methodology set out by the Government Equalities Office to report our mean and median gender pay gap, bonus gap, and distribution across pay quartiles. We regularly publish this date to ensure we meet our legal and moral obligation

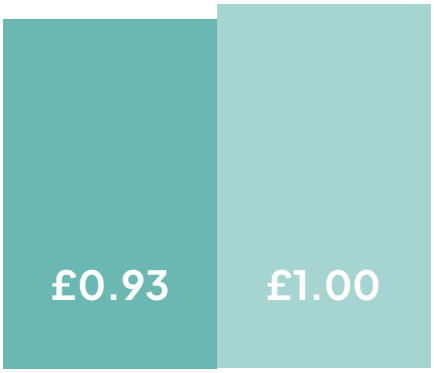
Employee Mix by Gender (5th April 2025)



Gender Pay Gap

At ProCook, women earn 93p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 7% lower than men's.

7p less



Female

Male

When comparing mean hourly pay, women's mean hourly pay is 24.4% lower than men's.

The median gender pay gap figure

This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

A median involves listing all of the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay (or bonuses). However, this means that not all gender pay gap issues will be picked up. They could also fail to pick up as effectively where the gender pay gap issues are most pronounced in the lowest paid or highest paid employees.

The mean gender pay gap figure

The mean gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

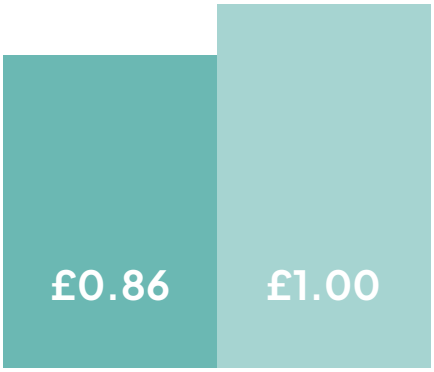
A mean involves adding up all of the numbers and dividing the result by how many numbers were in the list.

Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. But very high or low hourly pay can 'dominate' and distort the figure.

Gender Bonus Gap

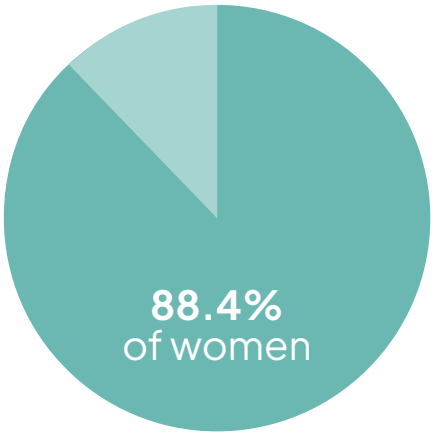
At ProCook, women earn £1.13 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 12.94% higher than men's.

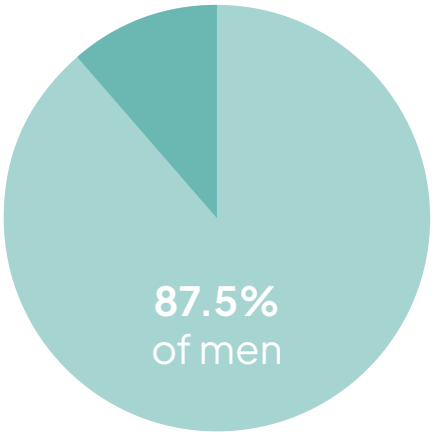
14p less



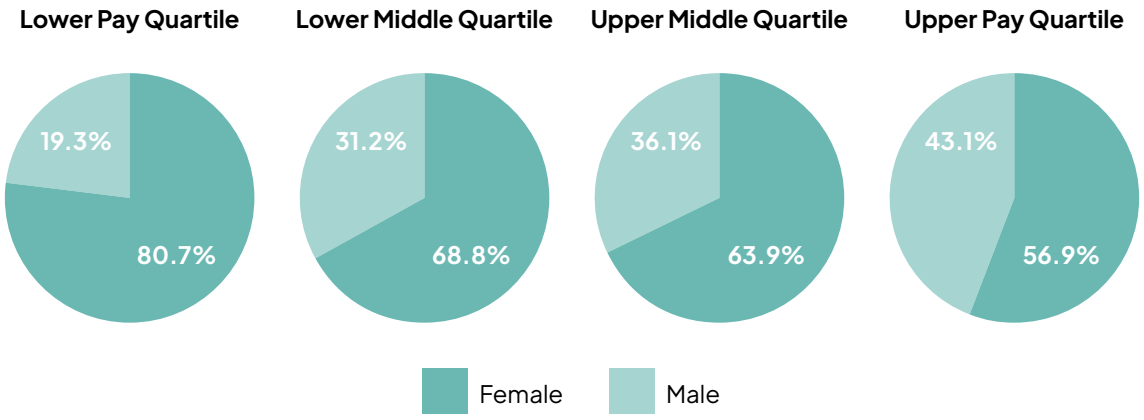
When comparing mean (average) bonus pay, women's mean bonus pay is 0.09% higher than men's.

Who received bonus pay





Gender Demographic Per Pay Quartile



Pay quartiles show the percentage of men and women employees in four equal sized groups based on their hourly pay.

Pay quartiles give an indication of women's representation at different levels of the organisation.

Our Commitments

We will continually focus on improving our working environment so that all individuals are able to thrive in their roles, can progress within a structure that is based on performance and merit, and are protected from discrimination and harassment. Gender pay equality forms part of this promise and our agenda commits us to promote equal opportunities, diversity and inclusion across the business.

Declaration

We confirm that ProCook's gender pay calculations are accurate and meet the requirements of the Government regulations.



Lee Tappenden,
Chief Executive Officer