



2024

GENDER PAY GAP

The gap in pay between men and women at Real Wrap Co was as follows:
Hourly Pay:

- **Median 4.9%**
- **Mean 7.2%**

(The UK aggregate median gender pay gap is 13.1% and UK aggregate mean gender pay gap is 13.8%. Source: Office of National Statistics – 2024)

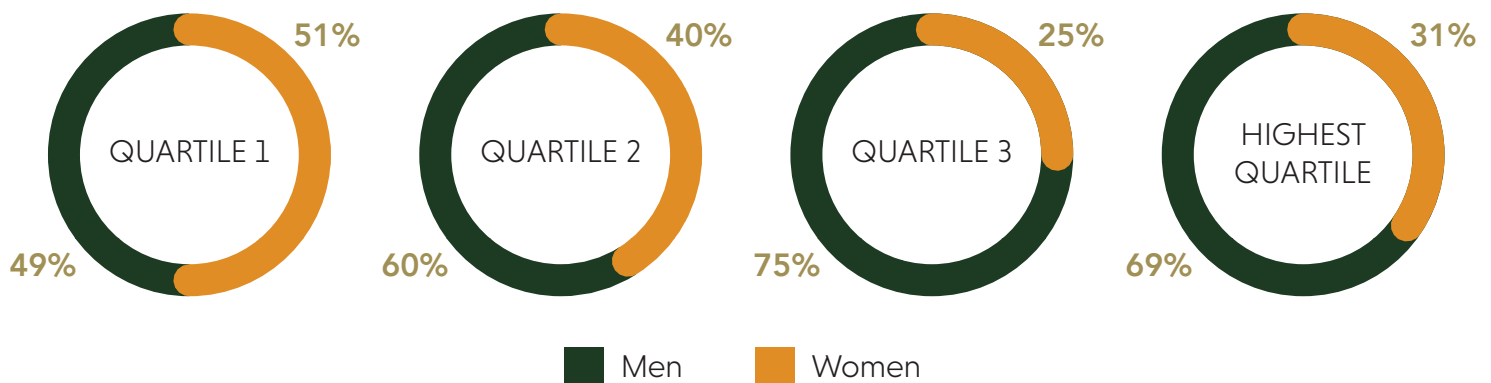
Bonus paid:

- **Median 0%**
- **Mean 0%**

Proportion of colleagues receiving a bonus:

- **Male 0.4%**
- **Female 0.6%**

Gender distribution by pay quartile



The data illustrates the mean and median hourly gender pay gap, at the snapshot date of 5th April 2024. 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.

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



Rachael Bouch
Managing Director
Food to Go