

Italicatessen

Gender Pay Gap Report 2025

Introduction

Italicatessen is a part of Musgrave, Ireland's leading food retail, wholesale, and foodservice company. The Italicatessen part of the business operates as an authentic Italian food brand and supplier, offering a premium range of Italian ingredients sourced directly from artisan producers.

At Italicatessen, we continue to work to ensure that our colleagues, both existing and future, are treated equally within our business, regardless of their gender, ethnicity, age, or background.

Required Information

| | | |
|--|-------------|---------------|
| The difference between the mean hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean hourly remuneration of employees of the male gender. | 1.0% | |
| The difference between the median hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the median hourly remuneration of employees of the male gender. | -18.4% | |
| The difference between the mean bonus remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean bonus remuneration of employees of the male gender. | 42.3% | |
| The difference between the median bonus remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the median bonus remuneration of employees of the male gender. | -26.8% | |
| The difference between the mean hourly remuneration of part-time employees of the male gender and that of part-time employees of the female gender expressed as a percentage of the mean hourly remuneration of part-time employees of the male gender. | 3.7% | |
| The difference between the median hourly remuneration of part-time employees of the male gender and that of part-time employees of the female gender expressed as a percentage of the median hourly remuneration of part-time employees of the male gender. | 3.7% | |
| | Male | Female |
| The percentage of all employees of the male gender who were paid bonus remuneration and the percentage of all employees of the female gender who were paid such remuneration. | 85% | 80% |
| The percentage of all employees of the male gender who received benefits in kind and the percentage of all employees of the female gender who received such benefits. | 4% | 0% |
| The difference between the mean hourly remuneration of employees of the male gender on temporary contracts and that of employees of the female gender on such contracts expressed as a percentage of the mean hourly remuneration of employees of the male gender. | 0% | |
| The difference between the median hourly remuneration of employees of the male gender on temporary contracts and that of employees of the female gender on such contracts expressed as a percentage of the median hourly remuneration of employees of the male gender. | 0% | |
| The respective percentages of all employees who fall within each of: | Male | Female |
| (i) the lower remuneration quartile pay band, | 100% | 0% |
| (ii) the lower middle remuneration quartile pay band, | 85% | 15% |
| (iii) the upper middle remuneration quartile pay band, or | 75% | 25% |
| (iv) the upper remuneration quartile pay band, who are of the male gender | 65% | 35% |

Understanding Our Gender Pay Gap

At Italicatessen, all colleagues receive the pay rate that is appropriate to their role and reflective of their experience and skills, regardless of gender.

Our pay gap exists due to the following factors:

- There are more males in senior operations positions within our support function.
- There are more males in skilled roles such as drivers and warehouse assistants. These roles have been traditionally male dominated and attract higher rates of pay than less skilled roles.

Our Actions to Address the Gap

Reducing the gender pay gap has been a priority in our people strategy in recent years. We already have a number of actions underway. These include:

- We facilitate and encourage hybrid and flexible working where possible.
- We highlight clear career pathway opportunities for all roles within our business.
- We are actively seeking to improve diversity in all roles through creating an inclusive and welcoming work environment and advertising campaigns, and through supporting existing colleagues to develop and grow.
- We provide unconscious bias training to colleagues.
- We are updating a wide range of policies to foster inclusivity and diversity, and we are introducing new policies.
- We offer mentoring to support the development and progression of our colleagues
- Musgrave is the first Irish business to partner with the LEAD Network (Leading Executives Advancing Diversity) and continues to leverage the expertise, learnings and resources of this network.
 - Our CEO signed the LEAD Network CEO Pledge laying out specific actions for Musgrave to drive greater advancement of women across the business including coaching and mentoring, ensuring there are intentional strategies to drive inclusive recruitment, leveraging employee resource groups and educating colleagues on the impact of bias.
 - We are a co-founder for the LEAD Network Ireland Chapter, that launched in November 2023. The Ireland Chapter provides a forum for companies to come together to share best practices; build leadership competencies in a safe environment; network; and further the mission to advance female participation in the retail and consumer goods sector.
- Last year, Musgrave announced our membership of the 30% Club, a global campaign dedicated to advancing gender balance in leadership.
- An Employee Resource Group (ERG) focused on gender supports the identification of strategies and actions to remove any barriers to inclusion. The work of this ERG has led to the development of an Executive Mentoring programme to support talent development as well as the set-up of a Menopause Support Network and Resource Hub.