

WREN KITCHENS

Women make up 29.9% of higher-paid jobs and 41.1% of lower-paid jobs

2025-2026 GENDER PAY GAP

This is Wren Kitchens gender pay gap report at the 'snapshot' date of 5 April 2025

The mean average pay of men was 4.7% higher than the mean average of women

We had a median pay gap of 9.6% between men and women

The mean average bonus awarded to men was 13.5% higher than the mean average for women

The median gap between bonuses paid for men and women was 42.6%

5.8% more women were awarded a bonus

Our gender distribution was 68.2% men and 31.8% women

Difference between men and women

	Mean	Median
Hourly fixed pay	4.7%	9.6%
Bonus paid	13.5%	42.6%

	Men	Women
Proportion awarded a bonus in year	82%	87.8%

	Men	Women
Pay quartiles		
Lower	58.9%	41.1%
Lower middle	68.4%	31.6%
Upper middle	75.4%	24.6%
Upper	70.1%	29.9%

	Men	Women
Gender Distribution	68.2%	31.8%

I confirm the data reported is accurate,

Alex Grant
Finance Director



WREN KITCHENS

Women make up 32.9% of higher-paid jobs and 67.1% of lower-paid jobs

2024-2025 GENDER PAY GAP

This is Wren Kitchens gender pay gap report at the 'snapshot' date of 5 April 2024

The mean average pay of men was 5.9% higher than the mean average of women

We had a median pay gap of 11.6% between men and women

The mean average bonus awarded to men was 3.1% higher than the mean average for women

The median gap between bonuses paid for women and men was 45.5%

3.1% more women were awarded a bonus

Our gender distribution was 65.3% men and 34.7% women

Difference between men and women

	Mean	Median
Hourly fixed pay	5.9%	11.6%
Bonus paid	18.4%	45.5%

	Men	Women
Proportion awarded a bonus in year	84.1%	87.2%

	Men	Women
Pay quartiles		
Lower	51.6%	48.4%
Lower middle	62.9%	37.1%
Upper middle	79.7%	20.3%
Upper	67.1%	32.9%

	Men	Women
Gender Distribution	65.3%	34.7%

I confirm the data reported is accurate,

Alex Grant
Finance Director



WREN KITCHENS

Women make up 27.5% of higher-paid jobs and 48.1% of lower-paid jobs

2023-2024 GENDER PAY GAP

This is Wren Kitchens gender pay gap report at the 'snapshot' date of 5 April 2023

The mean average pay of men was 8.3% higher than the mean average of women

We had a median pay gap of 12.2% between men and women

The mean average bonus awarded to men was 15.0% higher than the mean average for women

The median gap between bonuses paid for women and men was 47.1%

3.1% more men were awarded a bonus

Our gender distribution was 65.9% men and 34.1% women

Difference between men and women

	Mean	Median
Hourly fixed pay	8.3%	12.2%
Bonus paid	15%	47.7%

	Men	Women
Proportion awarded a bonus in year	84.9%	81.8%

	Men	Women
Pay quartiles		
Lower	51.9%	48.1%
Lower middle	65.1%	34.9%
Upper middle	74.2%	25.8%
Upper	72.5%	27.5%

	Men	Women
Gender Distribution	65.9%	34.1%

I confirm the data reported is accurate,

Alex Grant
Finance Director



WREN KITCHENS

Women make up 31.6% of higher-paid jobs and 49.2% of lower-paid jobs

2022-2023 GENDER PAY GAP

This is Wren Kitchens gender pay gap report at the 'snapshot' date of 5 April 2022

The mean average pay of men was 5.8% higher than the mean average of women

We had a median pay gap of 10.1% between men and women

The mean average bonus awarded to men was 13.7% higher than the mean average for women

The median gap between bonuses paid for men and women was 14.5%

0.8% more men were awarded a bonus

Our gender distribution was 64.4% men and 35.6% women

Difference between men and women

	Mean	Median
Hourly fixed pay	5.8%	10.1%
Bonus paid	13.7%	14.5%

	Men	Women
Proportion awarded a bonus in year	90.1%	89.3%

	Men	Women
Pay quartiles		
Lower	50.8%	49.2%
Lower middle	63.1%	36.9%
Upper middle	75.3%	34.7%
Upper	68.4%	31.6%

	Men	Women
Gender Distribution	64.4%	35.6%

I confirm the data reported is accurate,

Alex Grant
Finance Director

