Pettitt's SuperValu

Gender Pay Gap Report 2025

Introduction

Pettitt's SuperValu is a family run business that comprises of **6 Supermarkets** and Pettitt's Kitchen Central Processing Unit. The group as a whole is very proud to employ **670 Employees** (42% men and 58% women). Our mission is to provide superior customer service and quality fresh produce to the local community**.**

This report

The Gender Pay Gap Information Action 2021 requires organisations with over 50 employees to report on their hourly gender pay gap across a range of metrics.

Our data

The gender pay gap data shared in this report is for the **12 months to 24 June 2025.** Data was sourced from our payroll system Quantum Enterprise and calculations were based on regulatory guidelines found here.

Gender Pay Gap

These figures show our gender pay gap as a percentage in mean (average) and median (middle) pay for 2024/25.

EU average 12.7%*

Irish average 9.6%**

-The **Mean Hourly Pay Gap for Temporary Contracts** figure is represented as a minus figure as it is in favour of the Female Gender.

Source: European Commission reported figure for 2022

**Source: CSO reported figure for 2022*

Mean & Median figures

All Employees:

Mean hourly pay gap 1%

Median hourly pay gap 3.88%

Part time Employees:

Mean hourly pay gap 0.8%

Median hourly pay gap 0%

Temporary Contracts

Mean hourly pay gap .....-3.07%

Median hourly pay gap 0%

Gender Bonus Gap

These figures show the percentage of men and women who received a bonus payment.

85% of **women** received a bonus payment

72% of **men** received a bonus payment

A similar portion of men and women received bonus payments. We have a higher portion of men in senior management roles which is driving our mean bonus gap.

Mean bonus gap 9%

Median bonus gap 0%

Female Male

Benefit in Kind (BIK)

These figures show the percentage of men and women who received BIK.

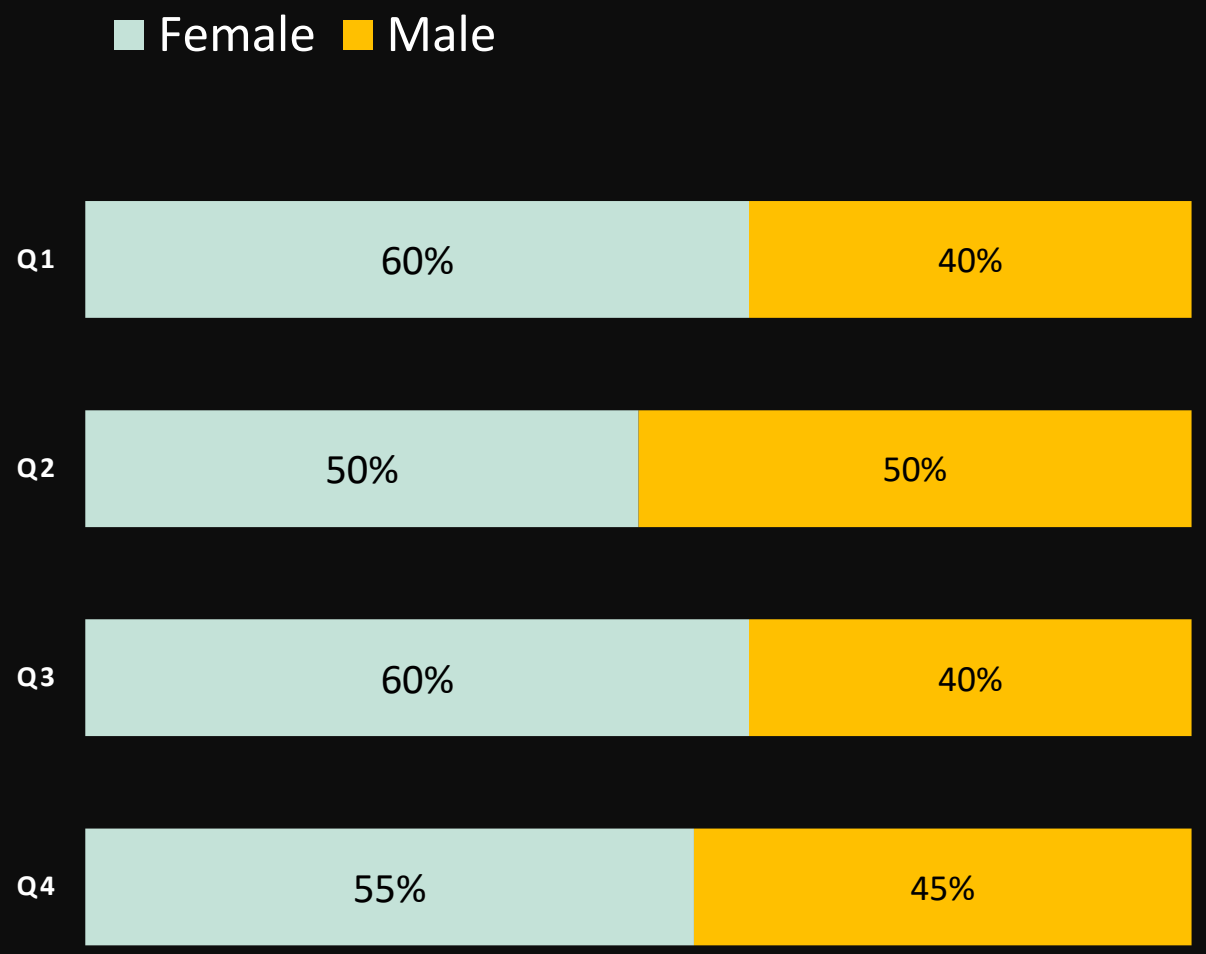
2% **Women** Who Received Benefits in Kind

5% **Men** Who Received Benefits in Kind

Pay Quartile Figures

The regulations require that we split our relevant paid colleagues into **four equal quartiles** and show the **gender distribution for each quartile**.

Q1 - Upper remuneration quartile pay band
Q2 - Upper middle remuneration quartile pay band
Q3 - Lower middle remuneration quartile pay band
Q4 - Lower remuneration quartile pay band



Report Findings & Actions

- **Benchmarking**: Although there is still room for improvement, our mean hourly pay gap of 1% is well below both the Irish (9.6%) and EU (12.7%) averages. We have reduced this figure by 0.26% since our previous reporting year.

- **Analysis of our pay gap**: The majority of our store managers are male (5 male & 1 female). There are more males in skilled roles such as drivers, butchers, and bakers. These roles have been traditionally male dominated and attract higher rates of pay than less skilled roles.

- **Mean bonus gap**: We have a higher proportion of men in senior management roles that attain higher bonuses and benefits, which is driving our mean bonus gap and BIK gap.
- There has been a significant improvement on last years **Mean Bonus Gap** we have seen a 11% reduction on last year's bonus gap.
- 72% of Male staff and 85% of Female staff received bonus payments.

- **Mean Hourly Gap for Staff on Temporary Contracts** is -3.07% this figure is represented as a minus as it is in favour of the female gender. This is due to an increase in Temporary Female staff covering fixed term positions.

- We are committed to **gender equality in recruitment and career progression**. Notably through gender balance on interview panels and diversity in candidate selection, as well as gender balanced nominations for recognition awards.

- **FY26 actions**: Management roles to complete 'Diversity, Inclusion and Unconscious Bias' training by Q4 to better understand the impact of unconscious bias in recruitment, promotion, people management, teamwork, allocation of work and customer service and learn to mitigate against the effects of it.

FY26 Action: Conduct an annual gender pay equity audit across all roles and departments, with outcomes reviewed by senior leadership. Develop targeted career development and mentoring programs for underrepresented genders in higher-paying roles. We hope this will add measurable accountability and support progression opportunities — addressing both structural and developmental causes of the pay gap.

Commitment to Diversity, Equity, & Inclusion – The Pettitt's Supervalu Group are committed to building an inclusive culture that embraces the diversity of our people, customers, and communities.