



Gender Pay Gap Report

Café Fortune Ltd

Reporting on the snapshot date of 5 April 2025, published 5 April 2026. Figures are calculated in line with the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Introduction

At Café Fortune Ltd our vision is "to be at the heart of the community, serving great coffee, with amazing people." Our people are central to everything we do, and we are committed to creating a fair and inclusive workplace where everyone has the opportunity to develop and succeed, regardless of gender.

The gender pay gap measures the difference in average pay between all the men and all the women across our organisation, expressed as a percentage of men's pay. It is **not** the same as equal pay. Equal pay concerns men and women being paid the same for the same or similar work – a legal requirement that we fully uphold. A gender pay gap can exist even where equal pay is in place, because it reflects the overall make-up of the workforce, including how many men and women work at each level of the business.

Our headline figures

6.30%

Mean hourly pay gap

22.37%

Median hourly pay gap

18.02%

Mean bonus gap

50.00%

Median bonus gap

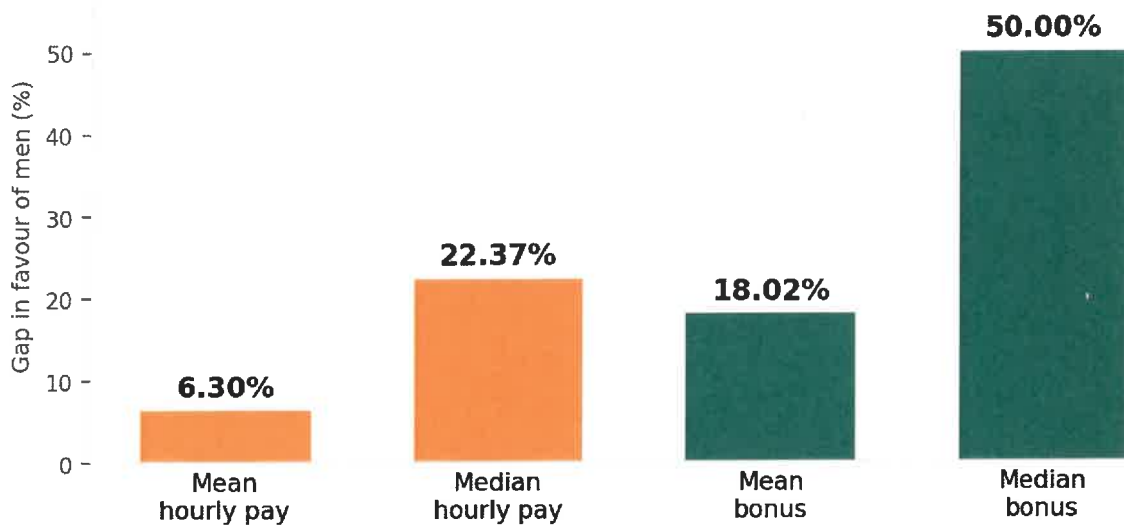
All gaps are expressed in favour of men. A positive figure means men are paid more on average.

Hourly pay

The table below shows the average (mean) and middle (median) hourly pay for men and women, and the resulting gap.

	Mean hourly pay	Median hourly pay
Men	£12.83	£12.31
Women	£12.07	£10.06
Pay gap	6.30%	22.37%

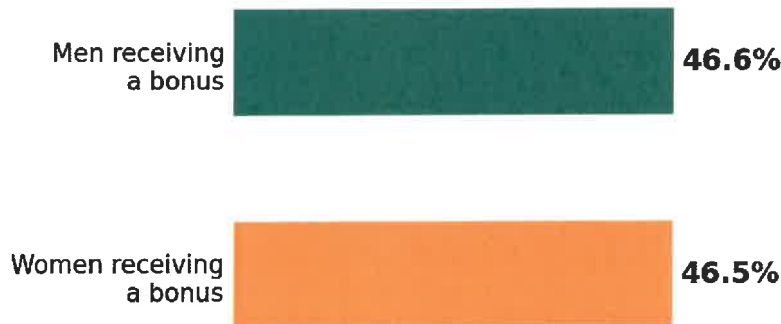




Bonus pay

During the reporting period, almost identical proportions of men and women received a bonus payment. The bonus figures cover all bonus payments made in the 12 months up to the snapshot date.

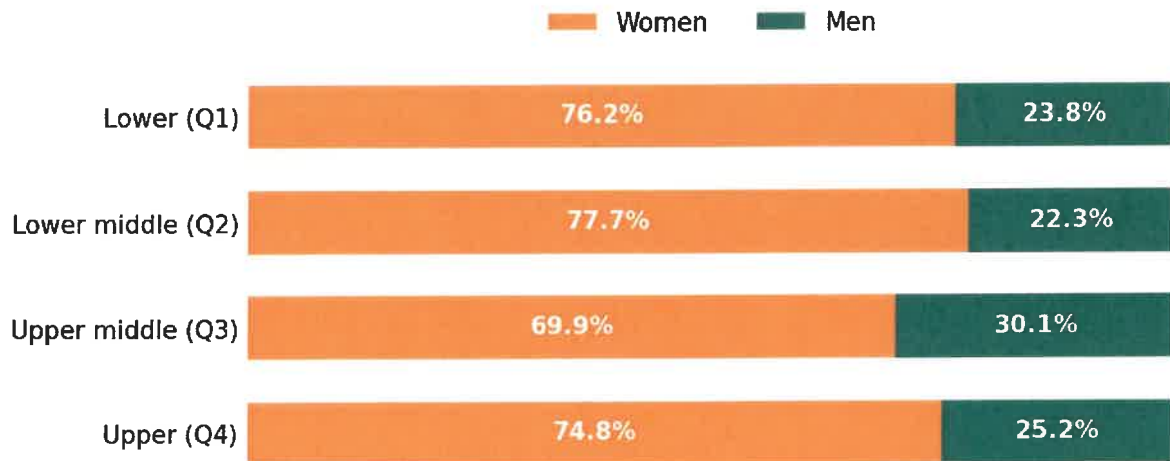
	Mean bonus	Median bonus	% receiving a bonus
Men	£617.24	£75.00	46.6%
Women	£523.00	£50.00	46.5%
Gap	18.02%	50.00%	0.2 pts



Pay quartiles

Pay quartiles are calculated by ranking all employees from the lowest to the highest hourly pay, then dividing them into four equal groups. The chart below shows the proportion of men and women in each quartile.





Understanding our results

Women make up the large majority of our workforce across all four pay quartiles, ranging from around 70% to 78%. This reflects the make-up of our sector and our local recruitment. Our mean hourly pay gap of 6.30% is modest and sits well below the national average. The wider median gap of 22.37% is driven largely by the distribution of roles rather than by paying men and women differently for the same work: men are somewhat more concentrated in the upper middle quartile, while a high proportion of part-time and entry-level roles – which sit in the lower pay bands – are held by women.

Our bonus gaps reflect the same pattern. The proportion of men and women receiving a bonus is virtually identical (46.6% versus 46.5%), so the gap in bonus values is influenced by role mix and hours worked rather than by who is eligible for a bonus.

Our commitment

We are proud of the diverse team that makes Café Fortune what it is, and we are committed to closing our gender pay gap over time. Our continuing actions include:

- Ensuring fair, consistent and transparent pay and grading structures for all roles.
- Supporting progression into supervisory and management positions through training and internal promotion.
- Offering flexible working arrangements that help all colleagues balance work and home life.
- Reviewing our recruitment and promotion practices to ensure they are inclusive and free from bias.
- Monitoring our pay data each year so we can measure progress and act where needed.





Declaration

I confirm that the gender pay gap data contained in this report for Café Fortune Ltd is accurate and has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:  Date: 05/04/26

Name: TALEB SAID Job title: Commercial analysis manager

On behalf of Café Fortune Ltd

