

# Gender Pay Gap Report 2025



29 June 2024 – 28 June 2025





## CEO message

At FoodCloud, we believe that building a fairer, more sustainable food system begins with the people behind it. That means creating a workplace rooted in equity, respect, and opportunity, where everyone has the space to thrive.

Our Gender Pay Gap Report is an important milestone. It gives us the opportunity to reflect on where we are, and to reaffirm our commitment to a values led culture, one that champions inclusion, transparency, and shared purpose.

We are proud to be a female founded organisation. Since co-founding FoodCloud with Aoibheann O'Brien in 2013, I've had the privilege of working alongside exceptional women, across our team, our board, and our network of partners. Today, women make up 56% of our team, 60% of our managers, and 50% of our senior leadership. But, fair pay alone does not equate to equity, though it's an important signal.

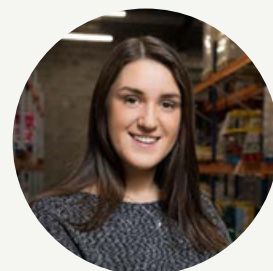
Our results show a gender pay gap in favour of women, shaped by strong female leadership and a workplace culture that supports flexibility, development and inclusion at every level.

FoodCloud is a social enterprise with a social conscience, tackling food waste, the climate breakdown and food insecurity across five countries. The people behind this

mission are our greatest strength, and their diverse talents and perspectives are what make real systems change possible.

This report gives us a clear foundation to build on. In the year ahead, we'll continue to invest in inclusive recruitment, flexible work, and learning and development, to ensure every colleague has the support they need to flourish. We have big ambitions. But our progress is powered by people, and we are so proud of the team making it happen.

**Iseult Ward**  
CEO and Co-founder  
FoodCloud







# 1. Introduction

FoodCloud is a non-profit social enterprise, founded in 2013, dedicated to tackling food waste and food insecurity by redistributing surplus food and driving progress towards a circular economy.

Our success as a global leader in surplus food redistribution is made possible thanks to our dedicated colleagues, who bring a wealth of professional backgrounds, experiences, and perspectives.

At FoodCloud, we believe that creating a kinder world begins with creating a fair and inclusive workplace. Kindness, respect, fairness, and equality are at the heart of how we work and we are committed to ensuring that every individual is valued, recognised for their unique contributions, and supported to reach their full potential.

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**We know that diversity enriches our teams and strengthens our mission.**

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That's why we actively oppose discrimination in all its forms and ensure that every colleague has equal access to opportunities, benefits, and recognition.

Our core values - Driven by Kindness, Enterprising, Role Models, In This Together, and We Are Doers - guide us in building a workplace where everyone feels respected, supported, and inspired.

This report is produced in accordance with the Gender Pay Gap Information Act 2021 and the associated Regulations. It provides insight into the hourly gender pay gap for the period ending 28 June 2025.



## 2. What does the Gender Pay Gap Report mean?

Gender pay gap reporting measures the difference in average hourly earnings between men and women across an organisation at all levels.

### Mean

The difference between the average hourly pay of men and women.

### Median

The difference between the midpoints of men's and women's pay when all employees are lined up from lowest to highest paid.

### Interpreting the figures

A **negative** percentage indicates that men are paid less than women.

A **positive** percentage indicates that women are paid less than men.

A **zero** percentage means there is no difference in average pay between men and women.







### 3. Workforce Overview

As of the snapshot date, our workforce consisted of both full-time and part-time employees across various departments.

Employment classifications have been made based on actual weekly working hours.

This is FoodCloud's first Gender Pay Gap report and therefore no year-on-year comparison information is available.

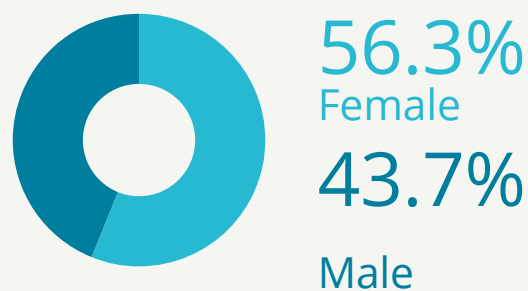
#### Gender representation

At FoodCloud, our workforce is made up of **56.3% women and 43.7% men**, reflecting a strong female participation across the organisation.

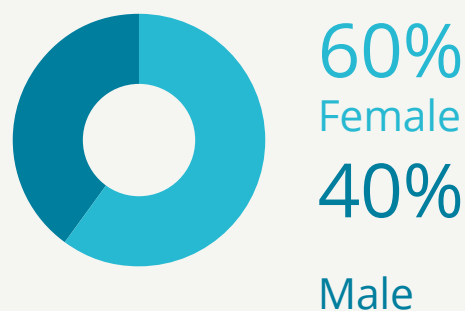
Our management team mirrors this diversity, with **60% women and 40% men**. This pattern reflects wider trends in the sectors we operate in where women make up a larger share of the workforce.

We are especially proud that our Senior Management Team has achieved gender parity, with **50% women and 50% men**, demonstrating our ongoing commitment to fairness, equal opportunity, and balanced representation at all levels.

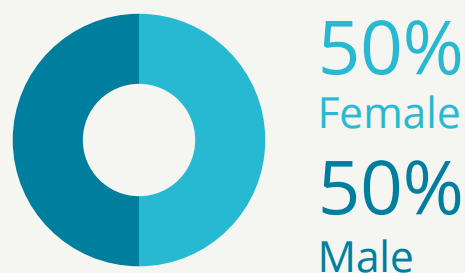
#### All Employees



#### Management Roles



#### Senior Management Team





# 4. Hourly Remuneration Gender Pay Gap

The overall gender pay gap at FoodCloud is in favour of women.

The mean hourly earnings difference across all employees is -10.7%, while the median hourly earnings difference is -23.1%, indicating that, on average, female employees earn more than their male colleagues.

For part-time employees the difference is more pronounced with a mean hourly rate gap of -16.8% and a median gap of -35.1%, in favour of women.



Category	Mean Pay Gap	Median Pay Gap
All employees	-10.7%	-23.1%
Full-time employees	-10.6%	-22.6%
Part-time employees	-16.8%	-35.1%
Fixed-term employees	N/A*	N/A*

\*There was only one fixed-term employee (female) during the reporting period, so the calculation is not statistically meaningful as there is no comparative male group.





## 5. Median Hourly Pay by Gender

The median pay gap equates to -23.1%, indicating a median pay gap in favour of females.

Gender	Median Hourly Rate
Male	19.55
Female	24.06



## 6. Gender Distribution by Pay Quartile

The quartile analysis shows that gender representation varies across different pay bands.

Women are well represented in the middle and upper quartiles, where they make up between 58.3%, 65.2%, and 66.7% of employees. This pattern contributes to the overall gender pay gap in favour of women and reflects strong female representation in higher paying and leadership roles.

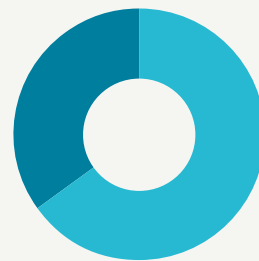


Lower quartile



34.8%  
Female  
65.2%  
Male

Upper middle quartile



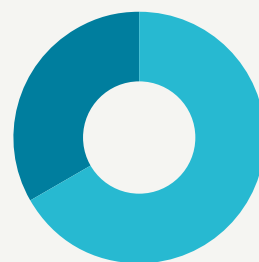
65.2%  
Female  
34.8%  
Male

Lower middle quartile



58.3%  
Female  
41.7%  
Male

Upper quartile



66.7%  
Female  
33.3%  
Male

# 7. Looking Ahead

In Ireland's non profit and charity sector women represent a significantly higher portion of the workforce compared to other sectors of the economy, a trend clearly reflected at FoodCloud.

Women are strongly represented in management and senior leadership roles with our Senior Management Team achieving 50:50 gender parity. Representation varies by function and pay band, with women particularly concentrated in middle and higher quartiles.

FoodCloud voluntarily aligns with the Living Wage and provides a wide range of employee benefits, including;

- Paid maternity, paternity and adoptive leave
- Paid volunteer leave
- Paid study leave and support for education and training programmes
- Pension contributions
- Flexible working arrangements to support work-life balance

Our figures show a gender pay gap in favour of women which likely reflects several factors within our organisation:

- Women make up 56.3% of the workforce and make up 60% of management roles, which influences the overall pay averages.
- Certain functions such as Partnerships, and Innovation & Development have over 80% female representation, while Marketing and Communications has around 60% female representation.
- Technology roles have an equal gender balance with 50/50 representation.
- Women make up 62.5% of part-time employees compared with 37.5% for men. This higher proportion of women in part-time roles contributes to the larger negative pay gap observed for part-time employees.

Overall, these patterns reflect structural factors in how men and women are distributed across the different functions. This is consistent with sector-wide trends and reflects the nature of the workforce and the external labour market rather than the value or importance of any particular role.





## 7. Looking Ahead (continued)

As this is FoodCloud's first Gender Pay Gap report we cannot make a comparison with previous years, however, it establishes a baseline for tracking trends and identifying areas for continued focus in future reports.

At FoodCloud we are dedicated to ensuring that all colleagues are supported and empowered.

### Key focus areas for the year ahead

1

**Learning and Development:** Providing feedback, training, and upskilling opportunities to support career progression.

2

**Employee Engagement:** Gathering feedback on development and promotion opportunities.

3

**Inclusive Recruitment Practices:** Commitment to bias-awareness training and ensuring recruitment practices, values, diversity and inclusion.

4

**Workplace Flexibility:** Promoting flexible working arrangements to support work-life balance.







**FoodCloud**

