

Gender Pay Gap Report

Gate Gourmet London Ltd



GENDER PAY GAP REPORT

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What is the gender pay gap?

The gender pay gap shows the difference between the average (mean/median) earnings between men and women. The calculation is influenced by a number of factors including education level, occupation and the demographics of our workforce.



What Is Equal Pay?

Equal pay is the difference between men and women who carry out the same job, similar jobs or work of equal value.



What does it all mean?

The output from the gender pay gap review has enabled us to assess our market environment, identify good practice and consider options for improvements and measures for the future.



What are gategroup's obligations?

Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in April 2017 requires companies to report on legal entities with 250+ employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. Our report covers all employees in our Gate Gourmet London Ltd entity as at April 2017.

Mean Pay Gap

The mean gender pay gap is the difference in the average hourly pay for women compared to men, within our company



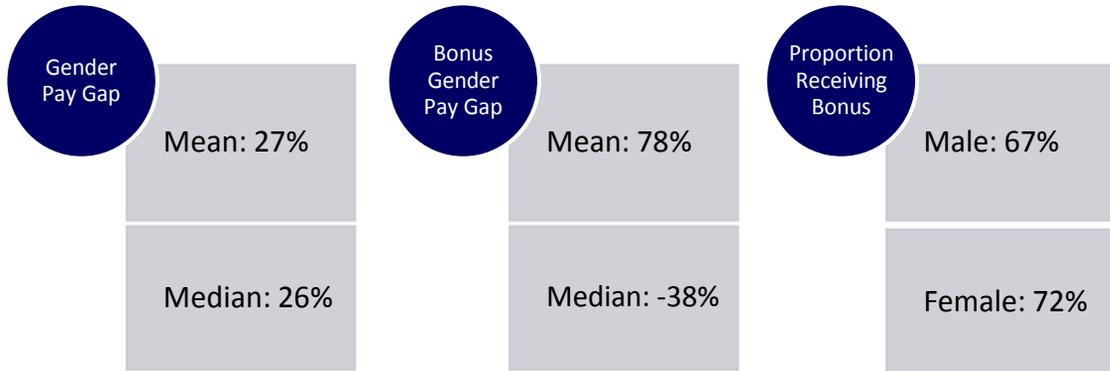
Median Pay Gap

The median represents the middle point of a population of people. If you lined up all the women within our company and all the men, the median pay gap is the difference between the hourly rate of pay for the middle women compared to that of the middle man

GENDER PAY GAP

GENDER PAY GAP AT GATE GOURMET LONDON

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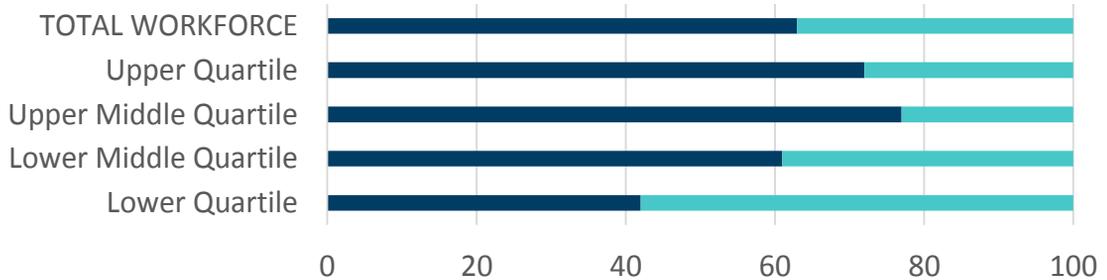


Pay data for UK employees from the 'pay period' including 5th April 2017 as specified by the UK regulations. The pay calculations are based on FTE adjusted total pay received in the month of April 2017 and includes basic salary and all permanent allowances paid to employees. The calculations exclude any overtime payments.

Actual bonus payments for UK employees made in the 12 months prior to the 5th April 2017, as specified by the UK regulations. The bonus calculations are based on the total company bonus, long service payments, recognition payments and incentive plan payments made in the 12 months to 5 April 2017.

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PROPORTION OF MALE & FEMALE EMPLOYEES ACCORDING TO QUARTILE PAY BRANDS



	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	TOTAL WORKFORCE
■ Male %	42	61	77	72	63
■ Female %	58	39	23	28	37

■ Male % ■ Female %

GENDER PAY GAP

WHAT ARE THE CALCULATIONS TELLING US

Majority of our low paid workers are females (65%). This is due to our General Assistant positions being occupied predominantly by women and 36% of our workforce are General Assistants. Higher percentage of males are paid high rates and are placed in the upper quartile as more male employees are in the management and senior management positions.



The two middle quartiles are occupied by a high percentage by male employees. This is largely due to higher ratio of Drivers, Loaders, Checkers and Chef positions and the overall total reward arrangements for these roles.

Mean Bonus Gender Pay Gap is higher for men. However, there is a higher number of female employees receiving long service awards and recognition payments. Therefore, the median Bonus Gender Pay Gap is more favourable for our female employees.



We are embedding gender reviews into our ways of working, this includes:

As part of our 2017 pay review process we conducted an analysis of not only performance ratings but also analysis of performance ratings based upon gender within our business. These demonstrated equal treatment of male and female employees across our UK & I businesses.

We are reviewing our attraction/selection mechanisms, this includes:

Developing broader relationships with organisations, schools and universities to communicate opportunities and company goals to support our aim of ensuring we have the right mix of employees across our organisation.

In 2018 we will be introducing a gate group graduate programme with a focus on developing a diverse cohort of future operational leaders.

We are improving awareness and understanding for the future, this includes:

Introduced of a leadership development pilot programme which incorporates strong people management skills and enables our managers to demonstrate fairness and equality through all aspects of their work.

Briefing our existing leaders on the output of our gender pay findings and engaging them in the solutions for the future.

We will be not only reviewing our recognition schemes and family friendly policies but also effectively communicating to all in our organisation to ensure that everyone is aware of the options available to them.

We are celebrating and promoting gender equality, this includes:

International Women's Day: 8 March 2018

National Work Life Week: 1-5 October 2018

Declaration

We confirm that the gender pay gap calculations for Gate Gourmet London Ltd are accurate and meet the requirements of the current regulations. The calculations and data contained in this statement have been fully reviewed by the Human Resources Director for Western Europe who confirms that the methodology provided in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 has been applied correctly.