

# Gender Pay Report 2020

(For period April 2019 – April 2020) Reported as at 5<sup>th</sup> April 2020

Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in April 2017 requires gategroup to report on legal entities with 250+ employees to publish statutory calculations every year showing any pay gap between their male and female employees.

As per the 2021 government requirements for the gender pay reporting, this report reflects Gate Gourmet London Limited employees, who were working on a full-time basis as at 5<sup>th</sup> April 2020.

## Definitions



### 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. It enables us to assess our level of equity in the workplace, male and female participation and how effectively our talent is being maximised.

### 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 - it is unlawful to pay people differently according to their gender.



### What does it all mean?

If we have a particularly high gender pay gap, it can indicate that we have a number of issues to address, and the individual calculations may help to identify what those issues are.

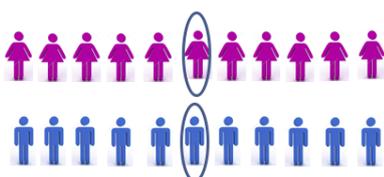
### What are we required to report on?

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

### What are the calculations used?

#### 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 Report 2020

(For period April 2019 – April 2020) Reported as at 5<sup>th</sup> April 2020

## Gate Gourmet London Limited – Gender Pay Analysis

The company has completed the same review of our information and assessed both data and actions. As part of our governance meetings, below are our findings and conclusions.

### What are the calculations telling us?

There has been an improvement year on year in three main areas.

These areas are as follows;

✓ **The hourly rate of pay**, in terms of the mean calculation in comparison to last years figure and has decreased and as such there is smaller gap, between male and female pay by almost 17%.



✓ **The lower quartile** of male and female employees was almost equally split. This quartile represents operational roles and has shown a significant improvement from last years report but also a continued improvement year on year.



✓ **More females were appointed into senior roles within the last year.** The upper quartile shows that the female percentage increased by 6% in comparison with last year. This has been directly due to our sourcing strategy as several females who have been appointed in senior roles across the business.



#### **Reduction in number of employees included in calculations reported on**

■ Due to the Covid-19 pandemic there has been reduced travel, a suspension/reduction of some onboard catering and retail services. Therefore, a number of our workforce were on Short Term, Reduced Working and Furlough arrangements during this period.



# Gender Pay Report 2020

(For period April 2019 – April 2020) Reported as at 5<sup>th</sup> April 2020

## Breakdown of the Calculations

### Hourly Rate Gender Pay

- The difference in the female mean and median rate of pay is higher in comparison with last years report. The mean has increased by 2.32 and the median has increased by 1.97.
- The difference in the male mean rate of pay is, however, lower in comparison with last year’s report. The mean decreased by 0.74. The male median rate of pay is higher in comparison with last year. The median increased by 2.00.
- The mean gender pay gap is smaller than the last year, which was 28.3%. It has decreased by 16.7%
- The median gender pay gap is slightly smaller than last year, which was 24.6%. It has decreased by 3.3%.

Mean Hourly Rate	
Male Hourly Rate of Pay	£17.09
Female Hourly Rate of Pay	£15.11
<b>Difference</b>	<b>£1.98</b>
<b>Mean Gender Pay Gap</b>	<b>11.6%</b>

Median Hourly Rate	
Male Hourly Rate of Pay	£14.17
Female Hourly Rate of Pay	£11.15
<b>Difference</b>	<b>£3.02</b>
<b>Median Gender Pay Gap</b>	<b>21.3%</b>

### Bonus Gender Pay

- The mean and median Bonus for both male and female have increased in comparison with last year, both in terms of amount paid and the percentage or gap.
- These figures include Long Term Incentive Plan (LTIP) which is a global scheme and a one-off payment was made in July 2019. It also includes the Short-Term Incentive Plan (STIP), which was paid in March 2020. Both of these schemes were both awarded in previous years.

Mean Bonus	
Male Bonus	8,769.87
Female Bonus	1,591.62
<b>Mean Bonus Gender Pay Gap</b>	<b>81.9%</b>

Median Bonus	
Male Bonus	200.00
Female Bonus	200.00
<b>Median Bonus Gender Pay Gap</b>	<b>0.0%</b>

# Gender Pay Report 2020

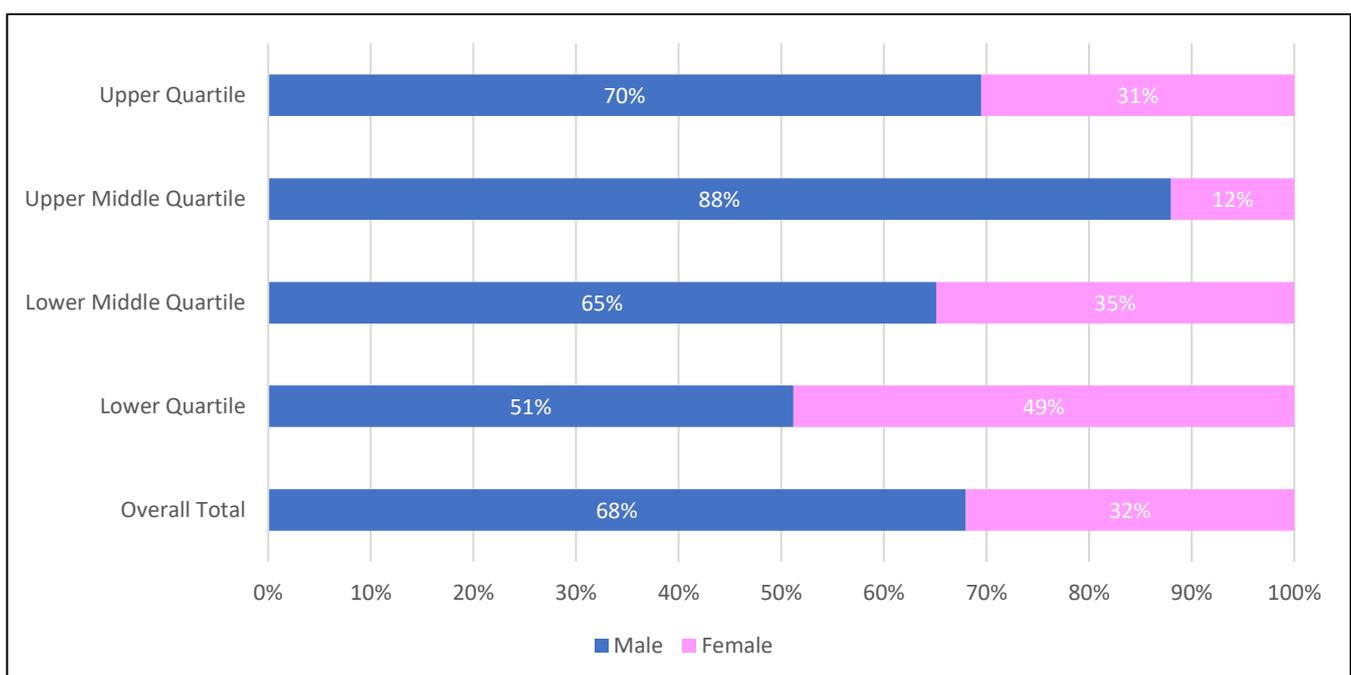
(For period April 2019 – April 2020) Reported as at 5<sup>th</sup> April 2020

## Pay Quartiles

This involves dividing the total list of employees into 4 quartiles, with an equal number of employees in each section. From highest paid to lowest paid, these quartiles are:

- **Upper Quartile** – Male number has decreased by 6% from last year whilst the female number has increased from last year by 6%.
- **Upper Middle Quartile** – Male number has increased by 9.2% from last year. The female number has decreased from last year by 9.2%.
- **Lower Middle Quartile** – Male number has increased by 12.2% from last year. The female number has decreased from last year by 12.2%.
- **Lower Quartile** – Male number has increased by 14.6% from last year. The female number has decreased from last year by 14.6%.

Quartile Placement	Types of Role	Male		Female		Quartile Total
		No. of Employees	%	No. of Employees	%	
Upper Quartile	Management	57	69.5%	25	30.5%	82
Upper Middle Quartile	Driver, ACE	73	88.0%	10	12.0%	83
Lower Middle Quartile	Driver, TL, FCO	54	65.1%	29	34.9%	83
Lower Quartile	GAs, Loaders, Checkers	42	51.2%	40	48.8%	82
<b>Total</b>		<b>226</b>	<b>68%</b>	<b>104</b>	<b>32%</b>	<b>330</b>



# Gender Pay Report 2020

(For period April 2019 – April 2020) Reported as at 5<sup>th</sup> April 2020

## What actions are being taken?

There are several things we are continuing to do as well as some new initiatives to ensure we maintain an approach of equal pay across the roles regardless of gender.

### Apprenticeships

- ✓ Managing Gate's Supply & Delivery Service - A 12-18-month programme, gaining a Level 3 qualification. Our first cohort started in November 2019 and was a split of 55% men and 45% women, which was an increase in our female apprentices from our Level 5 cohort in 2018. Despite the pandemic this apprenticeship is on track to be completed in April 2021. We will be looking to enhance our Apprentice Programme with future cohorts across the business.
- ✓ Specialist apprenticeships which includes but not limited to, qualifications in HR, have also been achieved, as we have supported employees with their development.

### Attraction & Retention of Talent

- ✓ Our approach to attracting the right talent is to diversify where we advertise our roles, looking at not only generic job boards, but also more niche boards to reach out to new mothers, ex-carers and others who may be looking for part-time work or to return to work after a gap.
- ✓ Our processes are reviewed and updated regularly to ensure we identify and secure talent, whether it be internally and externally, with a view of retaining and attracting a diverse workforce.

### Family Friendly – Rotas & Part-Time Working

- ✓ We have been promoting our Family Friendly Policies and Rotas as well as investigating how we can incorporate Part-Time Working into our Operational business to attract different groups of people, who require flexibility including but not limited to, new mothers/partners, carers etc.

### Furlough to Return Programme

- ✓ Our Furlough to Return programme has been an initiative to ensure a smooth transition for our employees returning to the business after a period of absence. Whether it be a sabbatical, unpaid leave, furlough etc, we are making sure employees are receiving full briefings regardless of roles or gender.

### Home Working/Flexible Working

- ✓ Our Home Working Policy has been reviewed as most of our office-based employees were working in an office environment. As part of the pandemic, almost all these employees were able to continue working either from home full time or part time alternating between their home and office location (in accordance with the government guidelines and our company Covid-19 safety procedures).

### Investment in Payroll/Time & Attendance Systems

- ✓ We are investing significantly in our payroll, time and attendance systems, which will further support the reporting and analysis of our pay.

# Gender Pay Report 2020

(For period April 2019 – April 2020) Reported as at 5<sup>th</sup> April 2020

## Pay & Benefits Structure

- ✓ We have a robust framework which includes an improvement in our benchmarking. This forms part of our processes before interview stage and ensures fairness of pay, regardless of gender.

## Workforce Planning

- ✓ We have been maintaining contact with our employees as well as conducted extensive labour planning, based on our customer and client requirements.

## Celebrating our Diversity

- ✓ We continue to acknowledge international women’s day and international men’s day and look for opportunities like these to ensure we discuss the importance of Diversity in our workforce.
- ✓ The most recently for this year’s international women’s day, women leaders from across the group came together for an open discussion to share their experiences, hopes and aspirations. This was shared with employees as part of our corporate communications, including a video for people to watch the conversation.



### International Women's Day 2021 at gategroup

As part of gategroup’s series Dialogues on Diversity, Inclusion and Equity, we celebrate International Women’s Day with a panel discussion on Women in Leadership. In this video, women leaders from across gategroup engage in a free and open discussion to share their experiences, hopes and aspirations.

#### **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.*