

Gender Pay Report 2024

(For period April 2022 – April 2023) Reported as at 5th April 2023

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.

Notwithstanding the above, this report provides insight to develop our People Strategy Plans. We are committed to maintaining an inclusive environment and to creating a culture where every employee has an equal opportunity for career advancement. We firmly believe this will create a fairer workplace, where our people can flourish and truly be themselves, regardless of gender or background.

As per the government requirements for gender pay reporting, this report reflects Gate Gourmet London Limited employees, who were working on a full-time basis as at 5th April 2023.

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?

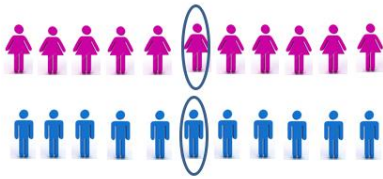
Mean Pay Gap

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



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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 middleman.

Gate Gourmet London Limited – Gender Pay Analysis

At Gate Gourmet London Limited, we value our people and want them to build a career with us. Our success relies on our diverse and high-performing teams delivering world-class service across the globe.

Diversity Equality & Inclusion

Improving Diversity and Inclusion is one of four key people strategic objectives designed to create a more open and inclusive culture, recognising that differences can lead to innovation, creativity and flexibility and it is this focus that drives our continued success.

What are the calculations telling us?

In line with guidance from the ONS, our focus remains on longer-term trends rather than year-on-year changes, particularly in light of the unprecedented impact of the Covid pandemic on our operations as we continue to rebuild our business to pre-pandemic status.

- ✓ For the 3 previous tax years the percentage of females has increased whilst the percentage of our male population decreased. We are now at 42% females, and 58% males, compared to 37% females, and 63% males in 2021.

Tax Year	No. of Males	No. Of Females	% Males	% Females
2022/23	467	334	58%	42.0%
2021/22	424	290	59%	41%
2020/21	492	284	63%	37%



- ✓ **The hourly rate of pay**, in terms of the mean calculation in comparison to last year's figure, the hourly rate of pay has increased for both men and women, however, there is a larger gap, between male and female hourly pay, fewer women drivers and chefs mainly drive this. The driver role also attracts premium overtime payments included in this calculation, which pushes up the average hourly rate for men. A number of our pay rates are covered by Collective Bargaining Agreements with the basic salary and variable pay associated with them applied equally, irrespective of gender.



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- ✓ **Gender Bonus Payments**, women continue to receive higher bonus payments than men, although the gap has decreased intending to become more balanced. Our bonus structure is based on role and job level.
- ✓ **The lower quartile** of male employees decreased by 13% and female employees increased by 13% from last year. This quartile represents operational roles and continues to show a good improvement from last year’s report, but also a continued improvement year on year.



Breakdown of the Calculations

Hourly Rate Gender Pay

- Overall, the levels of hourly pay in all areas are higher than last year’s report.
- Both the mean and median pay gap are higher than last year’s report, the mean has seen an increase of 5.3%.
 - However, our gender pay gap results in the median hourly rate being driven by the number of Driver roles that are currently held by men, out of 140 positions, two are held by a female.
 - **Female drivers:** *Although driving has been known as a male-dominated sector, the industry has been pushing for more diversity, however despite the flexibility and opportunities offered by a career, it has been estimated that less than 1 percent of all UK truck drivers identify as female.*
 - **Female chefs:** *Despite huge changes in kitchen culture, fewer than a fifth of professional chefs in the UK are female.*
 - We will continue to review and address this matter, as part of our UK People Plan.

Mean Hourly Rate	
Male Hourly Rate of Pay	£19.09
Female Hourly Rate of Pay	£15.53
Difference	£3.56
Mean Gender Pay Gap	18.7%

Median Hourly Rate	
Male Hourly Rate of Pay	£15.34
Female Hourly Rate of Pay	£10.89
Difference	£4.45
Median Gender Pay Gap	29%

NOTE: This does not reflect the pay awards that took place in Q2 of this year and backdated to 1st April 2023, after the gender pay gap snapshot date.

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Bonus Gender Pay

- The mean bonus gap has significantly decreased from last year’s report by (-400%) due to the increase in roles across the business populated by men.
- The median bonus gap has increased from last year’s report which we believe has been accredited to the fact that we have more white-collar employees working during the period who all have bonuses and allowances as part of their pay.
- These figures include employees who were on our Long-Term Incentive Plan (LTIP) and Short-Term Incentive Plan (STIP). It also includes employees who received a bonus for their long service.

Mean Bonus	
Male Bonus	3,311.06
Female Bonus	4,517.65
Mean Bonus Gender Pay Gap	-36.4

Median Bonus	
Male Bonus	761.60
Female Bonus	1500.00
Median Bonus Gender Pay Gap	-97%

Pay Quartiles

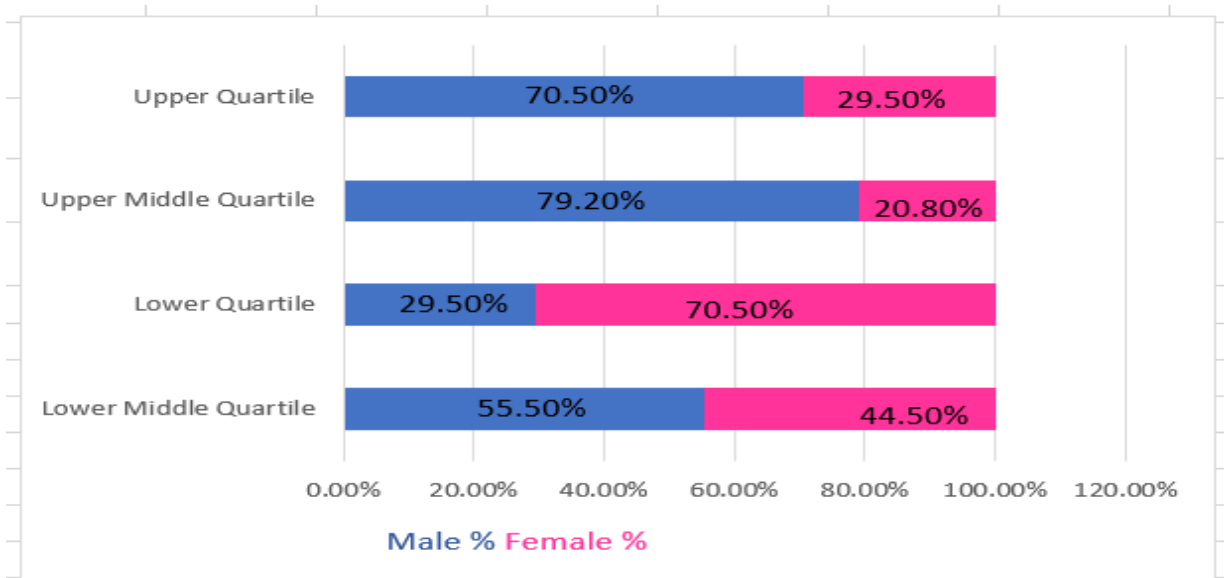
This involves dividing the total list of employees into 4 quartiles, with an equal number of employees in each section. From highest paid to lowest paid, these quartiles are:

- **Upper Quartile** – Male number has increased by 3.6% from last year whilst the female number has decreased from last year by 3.6%.
- **Upper Middle Quartile** – Male number has increased slightly by 0.6% from last year. The female number has slightly decreased from last year by 0.6%.
- **Lower Middle Quartile** – Male number has increased by 1.0% from last year. The female number has decreased from last year by 1.0%.
- **Lower Quartile** – Male number has decreased by 13% from last year. The female number has increased from last year by 13%.

Quartile Placement	Male		Female		Quartile Total
	No. of Employees	%	No. of Employees	%	
Upper Quartile	122	70.5%	51	29.5%	173
Upper Middle Quartile	137	79.2%	36	20.8%	173
Lower Middle Quartile	96	55.5%	77	44.5%	173
Lower Quartile	51	29.5%	122	70.5%	173
Total	406		286		692

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What actions are being taken?

Our actions can be broken down into the following categories:

Apprenticeships

- ✓ This is a core priority of ours as we focus on ‘grow with gate’ and offer apprenticeship schemes for all diverse backgrounds and ages.
- ✓ Specialist apprenticeships – which include but are not limited to, qualifications in HR/Finance/Health & Safety as well as utilising Apprenticeships as part of our attraction strategy for specialist roles such as culinary/chefs.

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 direct routes such as a referral scheme, and extending our social media platform.
- ✓ We are re-invigorating our careers outreach activity to promote career options where females are currently underrepresented (for example: Drivers, Chefs)
- ✓ We will review our Driver and Chef attraction collateral to ensure this supports our aim of increasing females.
- ✓ 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.
- ✓ We promote hybrid working arrangement for non-operational roles.

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- ✓ Training and briefing of managers to ensure recruitment and selection processes are utilised and consistently applied to ensure fairness.
- ✓ We have assessed and improved our benchmarking processes to ensure the roles are classified before selection and both internal and external tools are utilised such as our Workday HR System and Mercer.

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.
- ✓ Equality and Diversity is an important part of our people strategy moving forward.
- ✓ Our HR policies have been reviewed to ensure they meet our DE&I objectives and provide support to Line managers with implementation and awareness.
- ✓ This is a key focus area within our ESG Framework and with DE&I of which we will continue to build our DE&I agenda.

Employee Assistance Programme/Be Supported

- ✓ We continued to extend our offering so that not only our employees, but their immediate families could benefit from the support. This programme offers support by an online portal which has a wide range of information including, articles, videos, fact sheets, podcasts etc covering everyday help and guidance. The offering also includes both male and female specific topics.
- ✓ Our Life Management Support Phone line is available 24 hours a day, 365 days of the year, giving employees a phone number to call and get support on matters such as finance, legal, consumer and health.

Employee Engagement

- ✓ We have invested in how we communicate with our entire workforce across the business. From providing specific points of contact for various queries to dedicated email addresses for employees to be able to reach out. This has allowed employees to not only seek support from their line managers but also speak directly to subject matter experts for guidance and reassurance.
- ✓ Implemented recognition discount scheme which includes high street discounts to suit all demographic groups, including cycle to work scheme.

Family Friendly Approach– Rotas & Part-Time Working

- ✓ We actively promote our Family Friendly working arrangements to attract different groups of people, into our business, who require flexibility including but not limited to, new mothers/partners, carers etc. For example, we have offered a 'school hour' rota in some of our operational units.
- ✓ We have also enabled employees to have longer periods of time off both male and female on unpaid sabbaticals.

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Home Working/Flexible Working

- ✓ Our Home Working Policy for our non-operational, office-based employees has proved successful, enabling our employees to obtain a good work-life balance arrangement.
- ✓ Our approach has been to continue this and provide our employees with longer term hybrid/agile working arrangements in conjunction with the work and role requirements.

Labour Planning

- ✓ We have been regularly conducting extensive labour planning, by generating information, analysing it to inform future demand for people and skills based on current and future requirements in conjunction with customer and client services.

Investment in Payroll, Benefits, Time & Attendance Systems

- ✓ We continue to embed our new payroll, benefits, time and attendance systems, which will further support the reporting and analysis of our pay.
- ✓ This has improved our visibility and ability to assess trends and improve decision-making.

Summary

We will continue to build on the success we have achieved so far and will continue to monitor and encourage gender diversity across our business. Through the People Strategy, we will focus on attracting, retaining, and developing a diverse range of talent and will ensure that our reward and recognition programme is fair and consistent to all our employees. We will also use our Diversity and Inclusion Strategy to ensure that we stay focussed on our objectives and that everyone working at Gate Gourmet London Limited and other UK company entities is aware of these and their responsibilities.

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 Northern and Western Europe who confirms that the methodology provided in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 has been applied correctly.