



Gender Pay Report 2025

Fernley (Heathrow) Ltd

April 2023 – April 2024

Introduction

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.

This report reflects Fernley (Heathrow) Ltd employees employed on a full-time basis at 5th April 2024. It should be read in conjunction with the report for gategourmet London Ltd, where a number of support and shared service roles extend their services to the units operating under Fernley Heathrow Ltd.



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 may indicate that we have issues to address, and the individual calculations can 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

How do the calculations work?

Mean Pay Gap

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

MEAN OR AVERAGE

the sum of the numbers divided by the amount of numbers

$$5+5+5+6+7+7+14 \\ 49/7=7$$

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.

MEDIAN

the number in the middle

$$5 \ 5 \ 5 \ 6 \ 7 \ 7 \ 14 \\ \text{(numbers must be in ascending order)}$$

Fernley Heathrow Limited – Gender Pay Analysis

Fernley Heathrow Ltd expanded in November 2023 with the acquisition of new business resulting in a headcount over 250 employees, so no previous reports are available for comparison.

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

We delight in our diversity. Our diversity sparks new ideas, thoughts and creative solutions. It reflects the global community in which we work and helps us create a more open and inclusive culture. It is this focus which drives our continued success.



What are the calculations telling us?

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The number of female employees is significantly lower than male. This can be attributed to the number of HGV Drivers employed across the Company, which remains a male dominated industry (it was reported in 2021 that women made up 1% of the HGV Driver population nationwide). The calculations represent all roles reporting into the business entity Fernley (Heathrow) Ltd and therefore do not include support services which are aligned to the operation which are represented in the report for gategourmet (London) Ltd.

Tax Year	No. of Males	No. Of Females	% Males	% Females
2023/24	207	59	78%	22%

- The **mean hourly rate** for female employees is higher than the mean for male employees, potentially due to the lower number of female employees in comparison with males.
- The **quartile pay** information shows the highest proportion of female employees is within the lower middle quartile, where the majority of administrative pay rates under this business entity sit, traditionally female oriented both internally and sector wide (women make up approximately 80% of the administrative profession).
- **Bonus** payments were the same figure for both median and mean, as the data applies to only two employees.

Breakdown of the calculations

Hourly Rate Gender Pay

The mean hourly rate was marginally higher for women, although the median is lower for female employees.

Mean Hourly Rate		Median Hourly Rate	
Male Hourly Rate	£14.91	Male Hourly Rate	£15.47
Female Hourly Rate	£14.93	Female Hourly Rate	£11.80
Difference	-£0.02	Difference	£3.68
Mean Gender Pay Gap	-0.1%	Median Gender Pay Gap	23.8%

Note: This does not reflect pay awards enacted after the snapshot date which took effect from 1st May 2024.

Bonus Gender Pay

Bonus payments are awarded in line with structured payment plans. These figures include employees who were on our Long-Term Incentive Plan (LTIP) as well as employees on our Short-Term Incentive Plan (STIP). It also included employees who received a bonus for long service.

The mean and median bonus payment data are the same due to the low number of employees eligible for these payment plans. Bonus payments are predominantly applicable to corporate service roles, which are employed by Gate Gourmet (London) Ltd.

Mean Bonus		Median Bonus	
Mean Male Bonus	£1413.56	Median Male Bonus	£1413.56
Mean Female Bonus	£502.07	Median Female Bonus	£502.07
Mean Gender Pay Gap	64.5%	Median Gender Pay Gap	64.5%

Pay Quartiles

These are calculated by dividing the total list of employees in order from highest to lowest pay rates into 4 equally sized quartiles.

Upper quartile – The upper quartile consists of 10.9% female employees, predominantly due to low numbers of women in Transport roles both internally and sector-wide.

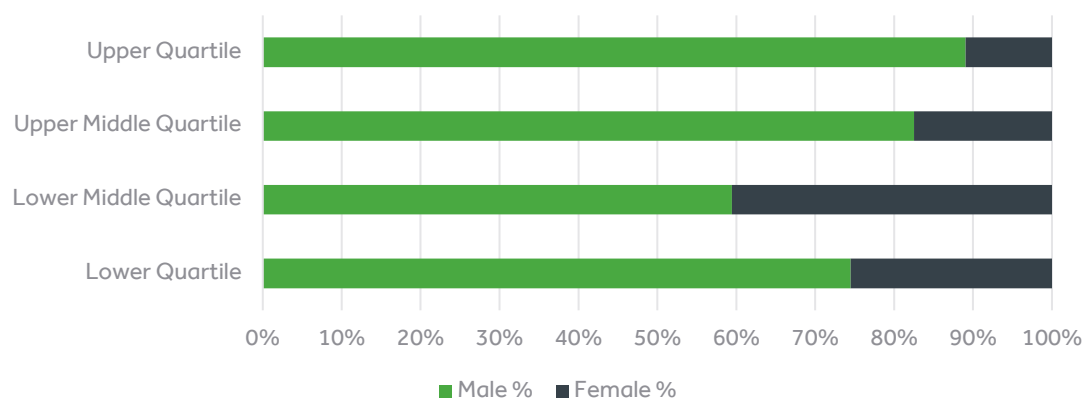
Upper middle quartile – 17.5% of employees are female compared with 82.5% male.

Lower middle quartile – 40.5% of employees in the lower middle quartiles (including a number of administration roles within Fernley (Heathrow) Ltd, traditionally female dominated) are female.

Lower quartile – 25.5% of lower quartile employees are female, compared with 74.5% male.

Quartile Placement	Male		Female		Quartile Total
	No. of Employees	%	No. of Employees	%	
Upper Quartile	57	89.1	7	10.9	64
Upper Middle Quartile	52	82.5	11	17.5	63
Lower Middle Quartile	22	59.5	15	40.5	37
Lower Quartile	76	74.5	26	25.5	102
Total					266

% Employees By Quartile



What Actions Are Being Taken?

Diversity within the workforce is a priority within our Corporate Social Responsibility, with a Diversity, Equity & Inclusion Action (DE&I) Plan in place across gategroup, managed in conjunction with the Global DE&I Council.

- A role modelling campaign has been rolled out across the business to empower and motivate employees by providing tools and inspiration to navigate challenge and leverage mentorship.
- Additional training for people managers and professionals has been developed to foster and promote a more inclusive workplace.
- Our apprenticeship scheme continues to expand and offer schemes for all backgrounds and ages.
- We focus on outreach activity to promote career options for women in under-represented areas (such as Drivers).
- Training for managers on gender-inclusive recruitment has been launched.
- We promote hybrid working in non-operational roles.

Summary

We drive initiatives to foster an inclusive working environment, through our recruitment processes, training initiatives, people policies and everyday practices. Through our Global DE&I Council and People function, we endeavour to ensure representation of women in executive roles, as well as lower and middle management, increases in line with our DE&I Action Plan.