



# Gender Pay Report 2026

Fernley (Heathrow) Ltd

April 2024 – April 2025

# 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 5<sup>th</sup> April 2025. 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 reports prior to this date 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?

The number of female employees is significantly lower than male, but has increased proportionately since the previous year. A significant proportion of roles are fulfilled by HGV Drivers, 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 and are predominantly represented in the report for gategourmet (London) Ltd.

Tax Year	No. of Males	No. Of Females	% Males	% Females
2023/24	207	59	78%	22%
2024/25	241	77	76%	24%

- The **mean hourly rate** for both female and male employees has reduced since 2024, with the mean for male employees now higher than female employees.
- The **quartile pay** information shows a significant shift with the proportion of female employees in the upper and upper middle quartiles increasing since the previous year. The highest proportion of female employees is now within the upper quartile.
- **Bonus** payments were paid to a larger number of employees than the previous year and showed that female employees were paid a higher average bonus than male, based on both mean and median figures.

# Breakdown of the calculations

## Hourly Rate Gender Pay

Both the mean and median hourly rates are higher for male employees, although the gap remains lower than the average gender pay gap for the UK calculated by the Office of National Statistics in their Annual Survey of Hours and Earnings.

The average hourly rates for both male and female employees have reduced since the previous report, largely due to the introduction of salary sacrifice pension arrangements.

Mean Hourly Rate		Median Hourly Rate	
Male Hourly Rate	£14.29	Male Hourly Rate	£12.71
Female Hourly Rate	£12.54	Female Hourly Rate	£12.11
Difference	£1.75	Difference	£0.60
Mean Gender Pay Gap	12.2%	Median Gender Pay Gap	4.7%

*Note: This does not reflect pay awards enacted after the snapshot date which took effect from 1<sup>st</sup> May 2025.*

## 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 bonuses for long service, recruitment and retention incentives.

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, most of which are employed by gate gourmet (London) Ltd.

Mean Bonus		Median Bonus	
Mean Male Bonus	£616.00	Median Male Bonus	£217.00
Mean Female Bonus	£1985.00	Median Female Bonus	£250.00
Mean Gender Pay Gap	-222.2%	Median Gender Pay Gap	-15.2%

## 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.

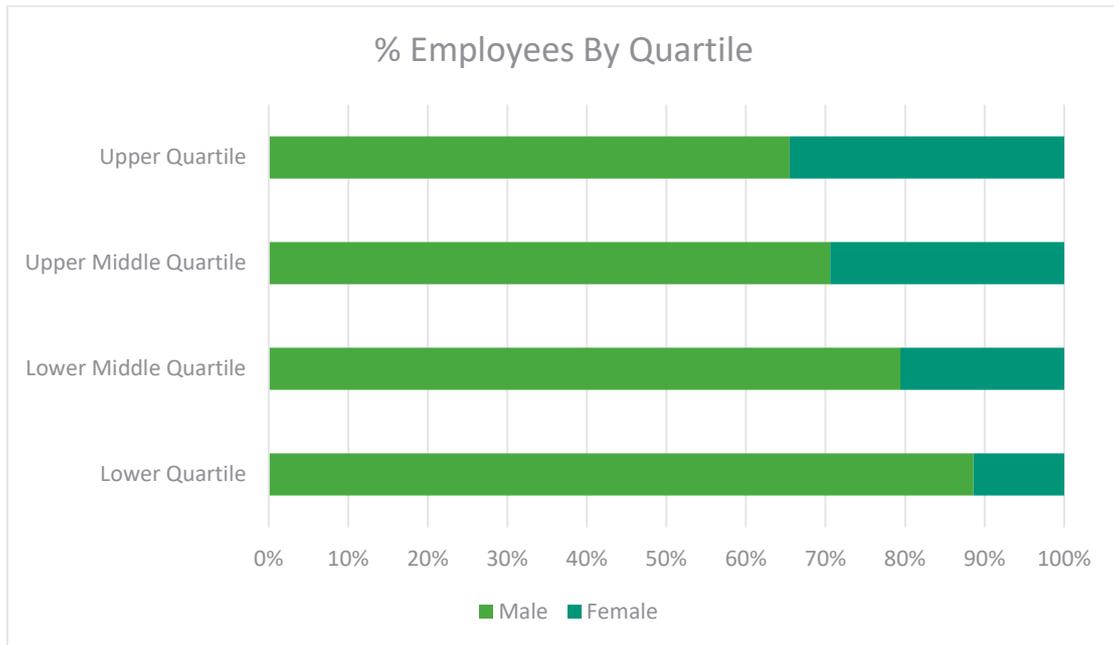
Upper quartile – The upper quartile consists of 34.5% female employees, predominantly due to low numbers of women in Transport roles both internally and sector-wide.

Upper middle quartile – 29.4% of employees are female compared with 70.6% male.

Lower middle quartile – 20.6% of employees in the lower middle quartiles are female.

Lower quartile – 11.4% of lower quartile employees are female, compared with 88.6% male.

Quartile Placement	Male		Female		Quartile Total
	No. of Employees	%	No. of Employees	%	
Upper Quartile	19	65.5	10	34.5	29
Upper Middle Quartile	24	70.6	10	29.4	34
Lower Middle Quartile	27	79.4	7	20.6	34
Lower Quartile	31	88.6	4	11.4	35
Total	101		31		132



## What Actions Are Being Taken?

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

- The experiences of female leaders and potential leaders continues to be a focus globally and within Fernley (Heathrow) Limited and gate gourmet London Ltd via the Middle Management Leadership Programme.
- Initiatives to celebrate women in the workplace were adopted at both a corporate and regional level aligned to International Women's Day.
- Our apprenticeship scheme continues to expand and offer schemes for all backgrounds and ages.
- A Hybrid Working Policy was launched to assist in utilising flexible working practices in non-operational roles without compromising job satisfaction, engagement or opportunity.

## Summary

We continue to drive initiatives to foster an inclusive working environment, through our recruitment processes, training initiatives and 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.