



# Gender Pay Report 2026

gategourmet (London) Ltd

April 2024 – April 2025

gategourmet  
a gategroup member

# 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 gategourmet (London) Ltd employees employed on a full time basis at 5<sup>th</sup> April 2025.



# 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

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

## gategourmet London Limited – Gender Pay Analysis

At gategourmet 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

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?

## What are the calculations telling us?

The proportion of female to male employees has marginally reduced in the 2024/25 tax year to levels equivalent to the previous year (2023/24).

Tax Year	No. of Males	No. Of Females	% Males	% Females
2024/25	696	418	62%	38%
2023/24	640	401	61%	39%
2022/23	467	334	58%	42.0%
2021/22	424	290	59%	41%
2020/21	492	284	63%	37%

- The **hourly rate** has increased for both men and women, in line with annual pay review and increase in National Minimum Wage, however the gap between the rates has decreased, representing a steeper increase for the hourly rate in female population than male.
- The upper **quartile** of pay rates shows an increase in female representation despite the overall proportion of female employees in gategourmet London Limited decreasing since 2024.
- The mean **bonus** payment was significantly higher for male employees than female but the median continues to be higher for women, suggesting the typical bonus payment continues to be higher for female employees.

# Breakdown of the calculations

## Hourly Rate Gender Pay

Both the mean and median rates for male and female employees have increased against 2023/24, with female employees still earning less than male employees on average.

The data does however reflect a significant reduction in the gender pay gap for both mean and median rates, with the mean reducing from 16.1% to 7.9%. The median gender pay gap reduced from 26.3% to 16.0%.

Roles such as Chefs and Drivers continue to attract higher pay at an operational level, with the majority of roles within both sectors occupied by men at a national level (approximately 17% of chefs in the UK are female, and only 1% of HGV Drivers are female), presenting a challenge in attracting women to the highest paid non-leadership roles.

Mean Hourly Rate		Median Hourly Rate	
Male Hourly Rate	£20.55	Male Hourly Rate	£17.22
Female Hourly Rate	£18.93	Female Hourly Rate	£14.47
Difference	£1.62	Difference	£2.75
Mean Gender Pay Gap	7.9%	Median Gender Pay Gap	16.0%

*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

The mean bonus pay for male employees increased significantly against the previous year, resulting in a shift from a negative gender pay gap in the previous year to 84.5% in 2025.

However, whilst the median gap did reduce from the previous year, it still reflected that the median bonus payment for female employees was higher than for male employees, with a gap of -20.8%.

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 or to assist retention.

Mean Bonus		Median Bonus	
Mean Male Bonus	£77341.00	Median Male Bonus	£6003.00
Mean Female Bonus	£12001.00	Median Female Bonus	£7251.00
Mean Gender Pay Gap	84.5%	Median Gender Pay Gap	-20.8%

## 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.

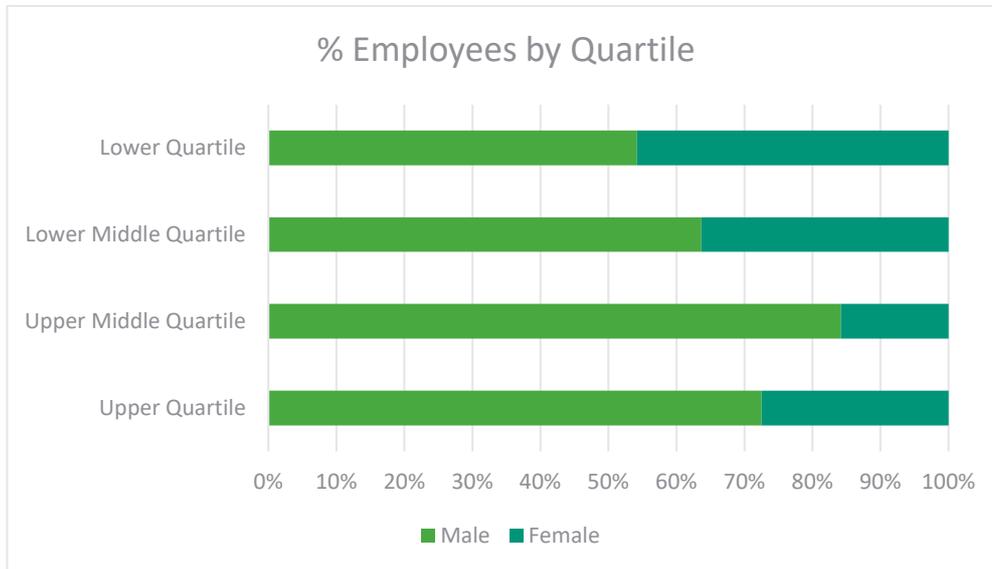
Lower quartile – The proportion of female employees in this quartile has significantly decreased from 60.4% to 45.8%.

Lower middle quartile – The proportion of female employees reduced from 40.6% to 36.3%.

Upper middle quartile – The number of female employees within this quartile reduced from 2024, whilst the number of male employees remained the same, meaning female employees occupy a smaller proportion than the previous year (19.8% to 15.8%).

Upper quartile – The number of female employees in the Upper Quartile has increased, whilst the number of male employees has decreased, resulting in female employees fulfilling a larger proportion of the Upper quartile (27.5% in 2025, increased from 24.2% in 2024).

Quartile Placement	Male		Female		Quartile Total
	No. of Employees	%	No. of Employees	%	
Lower Quartile	110	54.2	93	45.8	203
Lower Middle Quartile	128	63.7	73	36.3	201
Upper Middle Quartile	170	84.2	32	15.8	202
Upper Quartile	145	72.5	55	27.5	200
Total	553		253		806



## 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 gategourmet London Limited via its 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.