



# Gender Pay Report 2025

gategourmet (London) 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 gategourmet (London) Ltd employees employed on a full time basis at 5<sup>th</sup> April 2024.



# 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 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 reduced in the 2023/24 tax year to levels equivalent to the previous year (2022/23).

This is the first decrease in the percentage of female employees post-pandemic, with 39% of the population being female, a reduction of 3% against the previous year

Tax Year	No. of Males	No. Of Females	% Males	% Females
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 the number of women in our highest paid roles has remained the same, but the overall percentage has reduced. We attribute this to the expansion of our corporate services in IT, a male dominated sector globally, which previously operated outside the UK and therefore have not previously been represented in our Gender Pay Gap reporting.
- **Bonus** payments were lower for both male and female employees than the previous year, but remain higher in female employees than male, with an increased gap against 2022/23.

# Breakdown of the calculations

## Hourly Rate Gender Pay

Both the male and female mean hourly rate of pay have increased since 2022/23, with the female mean increasing from £15.53 to £16.04, compared with the male mean increasing from £19.09 to £19.13. This has resulted in the gender pay gap decreasing year on year from 18.7% to 16.1%.

The median rate has also increased overall, with the gap again reducing from 29% to 26.3%

The results continue to reflect higher hourly rates for male employees, driven by higher paid roles which are traditionally male dominated, such as Drivers and Chefs. We continue to review attraction from the female population to these roles.

Mean Hourly Rate		Median Hourly Rate	
Male Hourly Rate	£19.13	Male Hourly Rate	£16.32
Female Hourly Rate	£16.04	Female Hourly Rate	£12.03
Difference	£3.09	Difference	£4.29
Mean Gender Pay Gap	16.1%	Median Gender Pay Gap	26.3%

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

## Bonus Gender Pay

Both the mean and median bonus payments reduced against the previous year, although the gap between male and female employees increased, with women awarded higher bonus payments than men.

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.

Mean Bonus		Median Bonus	
Mean Male Bonus	£1689.02	Median Male Bonus	£692.80
Mean Female Bonus	£3001.93	Median Female Bonus	£1442.41
Mean Gender Pay Gap	-77.7%	Median Gender Pay Gap	-108.2%

## 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 – There has been no change to the number of female employees in the upper quartile, but an increase of 38 male employees to the upper quartile means the percentage of female employees has reduced by 5.3%

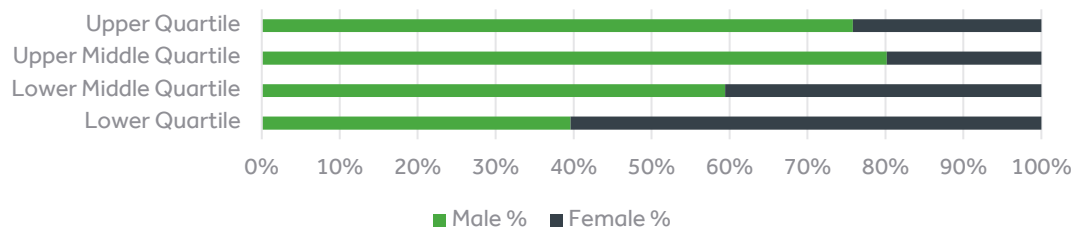
Upper middle quartile – Proportion of female employees in the upper middle quartile has marginally decreased by 1%

Lower middle quartile – Proportion of male employees has increased by 3.9%, while the proportion of female employees has decreased by 3.9%

Lower quartile – Proportion of male employees has increased by 10.1%, while the proportion of female employees has increased by 10.1%

Quartile Placement	Male		Female		Quartile Total
	No. of Employees	%	No. of Employees	%	
Upper Quartile	160	75.8	51	24.2	211
Upper Middle Quartile	170	80.2	42	19.8	212
Lower Middle Quartile	126	59.4	86	40.6	212
Lower Quartile	84	39.6	128	60.4	212
Total	540		307		847

## % Employees By Quartile



# 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.

- 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 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, Chefs and IT professionals).
- Training for managers and corporate professionals on gender-inclusive recruitment has been launched.
- We continue to promote hybrid working in non-operational roles

## 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.



