

Elior UK Gender Pay Gap Report 2020

Under current legislation all companies with more than 250 employees have to report six gender pay statistics, including their gender pay gap, on an annual basis. The gender pay statistics are not the same as equal pay. Equal pay is where men and women performing the same or similar roles are paid the same which is something we have embedded in the culture of our business.

Under the government guidelines for the calculations this year we have not included any colleagues who were furloughed at this time. This means that the results are not a true comparison to previous years as we have used a much smaller pool of colleagues to calculate the 2020 statistics.

Our Gender Pay Gap Results

	Mean Gender Pay Gap	Median Gender Pay Gap
Elior UK Group	15.6%	15.5%
Caterplus Services Ltd	7.6%	12.0%
Edwards & Blake Ltd	28.0%	22.5%
Elior UK plc	15.7%	15.9%
Lexington Catering Ltd	4.5%	3.8%
Taylor Shaw Ltd	27.4%	27.4%

Our Gender Bonus Gap Results

	Mean Gender Bonus Gap	Median Gender Bonus Gap
Elior UK Group	13.4%	40.0%
Caterplus Services Ltd	-111.5%	-30.4%
Edwards & Blake Ltd	75.4%	87.0%
Elior UK plc	15.9%	67.3%
Lexington Catering Ltd	0.2%	-33.3%
Taylor Shaw Ltd	34.9%	29.5%

The proportion of colleagues who have received a bonus payment

	Male	Female
Elior UK Group	21.5%	11.5%
Caterplus Services Ltd	9.3%	6.6%
Edwards & Blake Ltd	12.0%	1.9%
Elior UK plc	22.1%	17.2%
Lexington Catering Ltd	27.5%	29.8%
Taylor Shaw Ltd	1.0%	0.5%

Pay Quartiles

	Lower Pay Quartile		Lower Middle Pay Quartile		Upper Middle Pay Quartile		Upper Pay Quartile	
	Female	Male	Female	Male	Female	Male	Female	Male
Caterplus Services Ltd	59.2%	40.8%	66.2%	33.8%	42.9%	57.1%	38.2%	61.8%
Edwards & Blake Ltd	92.6%	7.4%	96.4%	3.6%	78.6%	21.4%	46.4%	53.6%
Elior UK plc	76.0%	24.0%	74.2%	25.8%	57.1%	42.9%	47.5%	52.5%
Lexington Catering Ltd	55.6%	44.4%	48.8%	51.2%	43.9%	56.1%	46.3%	53.7%
Taylor Shaw Ltd	94.4%	5.6%	98.2%	1.8%	98.2%	1.8%	76.9%	23.1%

Whole Company Quartiles for Elior UK Group

Lower Pay Quartile -

75.5% of our colleagues are female



Lower Middle Pay Quartile -

77.9% of our colleagues are female



Upper Middle Pay Quartile -

59.6% of our colleagues are female



Upper Pay Quartile -

47.9% of our colleagues are female



Around 38% of the roles in the whole business are part time and these roles are predominantly filled by female colleagues. In this section of the business we have a team that is 91.6% female with a mean gender pay gap of 0.5%.

In comparison across the whole company the proportion of female colleagues is lower at 70.1% female. This uneven distribution of the female colleagues is one of the main factors behind our Gender Pay Gap.



I confirm that all data in this report is accurate and has been calculated in accordance with the regulations.

Catherine Roe

Catherine Roe
Elior UK -
Chief Executive

Celebrate Equality - Our approach to Gender Diversity

Across our business 70% of our teams are women and it is really important that this percentage is maintained across core roles where female colleagues may be under-represented. In line with the Group's Corporate Social Responsibility strategy we are proud to say that we are developing a number of initiatives to contribute to the development of diversity, creativity and inclusion.

Gender Diversity will initially be our primary focus under our Celebrate Equality banner, and the key objectives of the project are to increase the number of female/s:

- Working as Chef's at all levels within Elior UK
- Managers in the Head Office and Support Services teams
- On the Elior UK Leadership Team to be more representative of the total demographic of Elior UK

An action plan has been devised for us to achieve our objectives. The focus will include (but is not limited to) career management, training and skills development, flexible working conditions, communication and external recruitment.



Our Commitment to Gender Diversity

OBJECTIVE
Increase the number of female managers in the Head Office and Support Service teams

Currently: **45.4% female**
Measure of Success:
By 2025 - 50% female
By 2030 - 55% female

BY 2030
BY 2025
CURRENTLY

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Our Commitment to Gender Diversity

OBJECTIVE
Increase the number of females on the Elior UK Leadership Team to be more representative of the total demographic of Elior UK

Currently: **37.5% female**
Measure of Success:
By 2025 - 50% female
By 2030 - 62.5% female

BY 2030
BY 2025
CURRENTLY

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Our Commitment to Gender Diversity

OBJECTIVE
Increase the number of female Chef's at all levels within Elior UK

Currently: **45.5% female**
Measure of Success:
By 2025 - 49% female
By 2030 - 53% female

BY 2030
BY 2025
CURRENTLY

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