

# Elior UK Gender Pay Gap Report 2021

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.

Gender Diversity and Equality is a key driver within our business and has continued to be a focus over the last 18 months. It is worth noting that our figures from April 2021 are not a true reflection of our gender pay gap as we still had a number of colleagues on furlough. Any colleagues on furlough were not included within the gender pay gap calculations, which means that these statistics are not based on a true representation of our workforce.

## Our Gender Pay Gap Results

	Mean Gender Pay Gap	Median Gender Pay Gap
Elior UK Group	21.8%	15.5%
Caterplus Services Ltd	12.0%	18.6%
Edwards & Blake Ltd	26.6%	20.2%
Elior UK plc	16.7%	17.1%
Lexington Catering Ltd	1.9%	-5.7%
Taylor Shaw Ltd	21.3%	18.7%

## 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	68.5%	31.5%	75.6%	24.4%	52.8%	47.2%	37.1%	62.9%
Edwards & Blake Ltd	97.8%	2.2%	94.6%	5.4%	95.6%	4.4%	58.2%	41.8%
Elior UK plc	79.4%	20.6%	77.0%	23.0%	57.9%	42.1%	51.3%	48.7%
Lexington Catering Ltd	59.5%	40.5%	24.3%	75.7%	59.5%	40.5%	40.5%	59.5%
Taylor Shaw Ltd	98.7%	1.3%	97.9%	2.1%	97.1%	2.9%	86.3%	13.7%

## Our Gender Bonus Gap Results

	Mean Gender Bonus Gap	Median Gender Bonus Gap
Elior UK Group	-22.7%	6.1%
Caterplus Services Ltd	27.3%	16.6%
Edwards & Blake Ltd	69.8%	69.8%
Elior UK plc	-25.5%	0.0%
Lexington Catering Ltd	-43.4%	-150.00%
Taylor Shaw Ltd	-17.3%	0.0%

## Whole Company Quartiles for Elior UK Group

### Lower Pay Quartile -

86.2% of our colleagues are female



### Lower Middle Pay Quartile -

89.1% of our colleagues are female



### Upper Middle Pay Quartile -

80.3% of our colleagues are female



### Upper Pay Quartile -

53.8% of our colleagues are female



## The proportion of colleagues who have received a bonus payment

	Male	Female
Elior UK Group	9.4%	3.2%
Caterplus Services Ltd	4.4%	1.6%
Edwards & Blake Ltd	3.9%	0.3%
Elior UK plc	8.9%	4.3%
Lexington Catering Ltd	20.6%	17.4%
Taylor Shaw Ltd	0.9%	0.1%

We have more female colleagues than male colleagues (70% vs 30%) across our business. The majority of permanent roles we offer are part time, term time or both and over 90% of these roles are filled by female colleagues. If we compare colleague pay rates across all part time roles alone, then we find there is almost no gender pay gap (the median pay gap is 0.7%). We start to see the disparity when we include the full time, more senior roles, which highlights that we have an opportunity to reduce our gender pay gap by focussing on supporting the progression of our female colleagues into these more senior roles.



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

As a business we have continued to focus on Gender Diversity as a priority over the last 18 months.

We recognise that the last couple of years have been challenging and for many of our colleagues priorities will have changed during this time. Many colleagues want to give more time to their families and others have taken on caring responsibilities. We have worked to develop policies that will support colleagues and their families. Our Diversity and Inclusion actions are being led by our Senior Leadership team, two of whom are part of the diversity working group.

In order to put a focus on empowering our female colleagues we launched our new Womentoring Scheme. This has given 10 mentees the opportunity to work with specially selected mentors to help them to flourish in both their personal and professional lives.

Elior is committed to educating and supporting colleagues in all aspects of Diversity and Inclusion and to disrupting unconscious bias. We know that we will be more successful and productive as a Company when all our colleagues are able to reach their full potential.

Some of our next steps are:

- Communicate out our new Family Friendly & Menopause Policies
- To publish Baby-loss & Menopause awareness training on Thrive, our internal Learning Experience Platform.
- Recruit and engage with Diversity Champions from different minority groups across all of our business.
- Expand our mentoring programme so it is open to all colleagues.



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