

# Elior UK Gender Pay Gap Report 2022

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 statics 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.

## Our Gender Pay Gap Results

|                        | Mean Gender Pay Gap | Median Gender Pay Gap |
|------------------------|---------------------|-----------------------|
| Elior UK Group         | 18.1%               | 15.4%                 |
| Caterplus Services Ltd | 8.9%                | 10.8%                 |
| Edwards & Blake Ltd    | 25.5%               | 19.4%                 |
| Elior UK plc           | 12.7%               | 13.7%                 |
| Lexington Catering Ltd | 13.4%               | 8.7%                  |
| Taylor Shaw Ltd        | 20.3%               | 16.6%                 |

## Our Gender Bonus Gap Results

|                        | Mean Gender Bonus Gap | Median Gender Bonus Gap |
|------------------------|-----------------------|-------------------------|
| Elior UK Group         | 20.5%                 | 24.5%                   |
| Caterplus Services Ltd | 8.6%                  | -11.5%                  |
| Edwards & Blake Ltd    | 63.3%                 | 0.0%                    |
| Elior UK plc           | 4.1%                  | 7.4%                    |
| Lexington Catering Ltd | 33.6%                 | 52.1%                   |
| Taylor Shaw Ltd        | 25.0%                 | 0.0%                    |

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

|                        | Male  | Female |
|------------------------|-------|--------|
| Elior UK Group         | 10.5% | 17.1%  |
| Caterplus Services Ltd | 5.0%  | 13.6%  |
| Edwards & Blake Ltd    | 13.3% | 54.3%  |
| Elior UK plc           | 13.1% | 16.6%  |
| Lexington Catering Ltd | 14.6% | 17.0%  |
| Taylor Shaw Ltd        | 6.8%  | 21.6%  |

## 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 | 75.7%              | 24.3% | 73.2%                     | 26.8% | 58.3%                     | 41.7% | 44.9%              | 55.1% |
| Edwards & Blake Ltd    | 100%               | 0%    | 98.8%                     | 1.2%  | 92.8%                     | 7.2%  | 72.3%              | 27.7% |
| Elior UK plc           | 72.9%              | 27.1% | 73.8%                     | 26.2% | 56.2%                     | 43.8% | 45.7%              | 54.3% |
| Lexington Catering Ltd | 66.4%              | 33.6% | 55.2%                     | 44.8% | 49.3%                     | 50.7% | 39.7%              | 60.3% |
| Taylor Shaw Ltd        | 97.5%              | 2.5%  | 97.1%                     | 2.9%  | 95.8%                     | 4.2%  | 85.2%              | 14.8% |

## Whole Company Quartiles for Elior UK Group

Lower Pay Quartile -  
85.1% of our colleagues are female



Lower Middle Pay Quartile -  
84.8% of our colleagues are female



Upper Middle Pay Quartile -  
71.5% of our colleagues are female



Upper Pay Quartile -  
50.1% of our colleagues are female



Nearly 65% of our permanent roles across the whole business are part time, term time or both and over 90% these roles are filled by female colleagues.

In comparison across the whole company the proportion of female colleagues is lower at 70.9% 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