

Elior UK Gender Pay Gap Report 2023

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 stats 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.

We are pleased that the statutory statistics and our own more targeted measurements indicate that our initiatives continue to have a positive impact across the company. We have set ambitious goals to drive long term sustainable changes across the business and to celebrate our culture of Equality, Diversity and Inclusion that makes Elior UK a great place to work.

Hourly Rate

We report the mean and the median gender pay gaps and have included last year's figures for comparison.

	Mean Gender Pay Gap 2023	Mean Gender Pay Gap 2022	Median Gender Pay Gap 2023	Median Gender Pay Gap 2022
Elior UK Group	16.1%	18.1%	13.3%	15.4%
Caterplus Services Ltd	12.5%	8.9%	19.2%	10.8%
Edwards & Blake Ltd	26.5%	25.5%	18.7%	19.4%
Elior UK plc	11.6%	12.7%	11.1%	13.7%
Lexington Catering Ltd	11.8%	13.4%	9.3%	8.7%
Taylor Shaw Ltd	19.1%	20.3%	14.6%	16.6%

Bonus

We report the mean and median gender bonus gaps and have included last year's figures for comparison.

	Mean Gender Bonus Gap 2023	Mean Gender Bonus Gap 2022	Median Gender Bonus Gap 2023	Median Gender Bonus Gap 2022
Elior UK Group	8.2%	20.5%	20.0%	24.5%
Caterplus Services Ltd	9.0%	8.6%	-100%	-11.5%
Edwards & Blake Ltd	87.0%	63.3%	85.9%	0.0%
Elior UK plc	-10.9%	4.1%	0.0%	7.4%
Lexington Catering Ltd	49.0%	33.6%	33.2%	52.1%
Taylor Shaw Ltd	86.7%	25.0%	92.1%	0.0%

	Female 2023	Male 2023	Female 2022	Male 2022
Caterplus Services Ltd	6.5%	15.1%	5.0%	13.6%
Edwards & Blake Ltd	2.3%	13.3%	13.3%	54.3%
Elior UK plc	10.5%	15.5%	13.1%	16.6%
Lexington Catering Ltd	18.1%	20.0%	14.6%	17.0%
Taylor Shaw Ltd	1.2%	3.2%	6.8%	21.6%
Whole	7.5%	15.6%	10.5%	17.1%

We report the proportion of male and female colleagues receiving a bonus and have included last year's figures for comparison.

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	76.1%	23.9%	78.9%	21.1%	61.9%	38.1%	31.6%	68.4%
Edwards & Blake Ltd	97.5%	2.5%	97.5%	2.5%	98.8%	1.2%	73.4%	26.6%
Elior UK plc	72.9%	27.1%	74.3%	25.7%	54.6%	45.4%	45.8%	54.2%
Lexington Catering Ltd	63.0%	37.0%	59.5%	40.5%	53.4%	46.6%	36.5%	63.5%
Taylor Shaw Ltd	96.6%	3.4%	97.6%	2.4%	97.4%	2.6%	83.5%	16.5%

Whole Company Quartiles for Elior UK Group

Lower Pay Quartile -

79.1% of our colleagues are female



Lower Middle Pay Quartile -

89.0% of our colleagues are female



Upper Middle Pay Quartile -

67.2% of our colleagues are female



Upper Pay Quartile -

47.3% of our colleagues are female



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



Catherine Roe
Elior UK - Chief Executive

Catherine Roe

Context

Almost 57% of permanent roles across our business are part time, term time or both and over 88% these roles are filled by female colleagues. These roles offer the flexibility and support for many of our female colleagues who are balancing work with caring responsibilities.

In comparison across the whole Company the reported proportion of female colleagues was lower at 68.5% female. This uneven distribution of female colleagues is one of the main factors behind our Gender Pay Gap.

The impact is highlighted when we compare it to a more evenly distributed population and look at Ethnicity Pay Gap, which we calculated for the first time this year. Ethnicity is far more evenly distributed across our pay quartiles, and for Elior UK Group the Ethnicity Pay Gap is 1.2%.

Celebrating Success

We want our colleagues to be fully engaged, have the opportunity to grow and be collectively focused on achieving the same organisational objective. We believe creating a truly inclusive culture where people genuinely value difference is key to our success and during the last year we have continued to champion Diversity and Inclusion across the business, with a particular focus on gender diversity initiatives.

Here are some of the key ongoing initiatives, policies and commitments that have been further embedded over the last 12 months to support our colleagues.

Gender Diversity Targets		Currently	By 2025	By 2030
1	Increase the number of female Chef's at all levels within Elior UK	55% female	49% female	53% female
2	Increase the number of female Managers in the Head Office and Support Services teams	51% female	50% female	55% female
3	Increase the number of females on the Elior UK Leadership Team to be more representative of the total demographic of Elior UK	67% female	49% female	53% female

Gender Diversity Targets – We set and have exceeded our specific gender diversity targets across all areas, including notable increases to the representation of female chefs and female managers in our middle and senior management population.



Celebrate Equality Champions – Launched in 2022 we have expanded our network of Celebrate Equality Champions. Their initiatives have included setting up a sub-network to support LGBTQIA+ colleagues, developing the Celebrate Equality 'Power Hour' with a series of webinars throughout the year on all things equality and diversity, and the creation of a food culture calendar. Further, we have supported our Champions to develop in their roles by offering Allyship training to the business.

Leading from the Top – Our UK board now comprises 60% female, fostering a culture of inclusivity and equal opportunity which is embedded throughout the organisation.



Womentoring – this initiative creates impact through connection for female colleagues within Elior UK, providing mentoring opportunities for talented female colleagues to be supported and empowered to develop. Following the successful launch in 2022, the second cohort was launched in October 2023.

Baby loss support – A new policy has been implemented which provides 2 weeks paid leave.

Introduction of carers leave – Supporting colleagues with caring responsibilities, we implemented our policy last year and have gone above the requirements set in legislation. Colleagues can take up to 4 weeks of carers leave on 50% pay.



People Promise – As a commitment to our colleagues across the business we developed and put in place our People Promise, which commits to valuing our colleagues as we value our customers, aspiring to ensure they feel appreciated, supported and fulfilled.

Click [here](#) to watch our colleagues bringing the promise to life!



Women in Hospitality, Travel and Leisure (WiHTL) and UK Hospitality – We have established partnerships with WiHTL and UK Hospitality to gain industry knowledge and guidance. They continue to support Elior UK in championing change and inclusivity within the hospitality sector.