

# Elior UK Gender Pay Gap Report 2024

Under current legislation, all companies with more than 250 employees must annually report six gender pay statistics, including their gender pay gap.

It's important to note that gender pay statistics differ from equal pay. Equal pay ensures that men and women performing the same or similar roles receive the same compensation – something that is deeply embedded in our company culture.

We are pleased that both the statutory data and our own targeted measurements show that our initiatives continue to drive positive change across the company. We have set ambitious goals to foster long-term, sustainable progress while celebrating our commitment to equity, diversity, and inclusion – key elements that make Elior UK a great place to work and form part of our People Promise.

## 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 2024	Mean Gender Pay Gap 2023	Median Gender Pay Gap 2024	Median Gender Pay Gap 2023
Caterplus Services Ltd	7.6%	12.5%	7.8%	19.2%
Edwards & Blake Ltd	9.1%	26.5%	11.4%	18.7%
Elior UK plc	10.1%	11.6%	7.0%	11.1%
Lexington Catering Ltd	13.2%	11.8%	7.6%	9.3%
Taylor Shaw Ltd	17.1%	19.1%	14.2%	14.6%
Grand Total	13.8%	16.1%	11.6%	13.3%

## Bonus

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

	Mean Gender Bonus Gap 2024	Mean Gender Bonus Gap 2023	Median Gender Bonus Gap 2024	Median Gender Bonus Gap 2023
Caterplus Services Ltd	28.1%	9.0%	41.3%	-100.0%
Edwards & Blake Ltd	0%	87.0%	0.0%	85.9%
Elior UK plc	-5.0%	-10.9%	0.1%	0.0%
Lexington Catering Ltd	65.5%	49.0%	50.0%	33.2%
Taylor Shaw Ltd	90.5%	86.7%	92.9%	92.1%
Grand Total	25.3%	8.2%	15.9%	20.0%

	Female 2024	Male 2024	Female 2023	Male 2023
Caterplus Services Ltd	0.6%	1.8%	6.5%	15.1%
Edwards & Blake Ltd	0.3%	3.7%	2.3%	13.3%
Elior UK plc	8.7%	13.0%	10.5%	15.5%
Lexington Catering Ltd	18.2%	20.3%	18.1%	20.0%
Taylor Shaw Ltd	1.1%	1.7%	1.2%	3.2%
Grand Total	5.7%	12.0%	7.5%	15.6%

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

## Quartiles

	Quartile 1		Quartile 2		Quartile 3		Quartile 4	
	Female	Male	Female	Male	Female	Male	Female	Male
Caterplus Services Ltd	69.64%	30.36%	75.00%	25.00%	68.55%	31.45%	40.08%	59.92%
Edwards & Blake Ltd	96.10%	3.90%	94.87%	5.13%	96.15%	3.85%	80.77%	19.23%
Elior UK plc	69.45%	30.55%	71.36%	28.64%	59.98%	40.02%	44.18%	55.82%
Lexington Catering Ltd	75.49%	24.51%	55.04%	44.96%	55.43%	44.57%	35.41%	64.59%
Taylor Shaw Ltd	97.39%	2.61%	97.06%	2.94%	94.12%	5.88%	82.82%	17.18%

## Whole Company Quartiles for Elior UK Group

Lower Pay Quartile -  
77.3% of our colleagues are female



Lower Middle Pay Quartile -  
86.6% of our colleagues are female



Upper Middle Pay Quartile -  
71.3% of our colleagues are female



Upper Pay Quartile -  
50.2% 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

In the 12 months leading up to the snapshot, we increased the proportion of part-time or term-time roles in our business from nearly 57% to over 61% of permanent positions. Notably, over 87% of these roles are filled by female colleagues. These positions provide essential flexibility and support for many women who balance work with caregiving responsibilities.

In contrast, across the company as a whole, the overall proportion of female colleagues was lower at 70%. This uneven distribution of female employees is a key factor contributing to our Gender Pay Gap. However, by encouraging internal mobility, we have begun to shift this distribution, which is reflected in the positive progress on our Gender Pay Gap.

The impact of workforce distribution is further emphasised when comparing it to our newly calculated Ethnicity Pay Gap. Unlike gender, ethnicity is more evenly distributed across our pay quartiles. Among the 66% of colleagues who have disclosed their ethnicity, our Ethnicity Pay Gap for Elior UK Group stands at just 1.6%.

## Celebrating Success

We strive to create an inclusive and engaging workplace where all colleagues have the opportunity to grow and work towards a shared goal. We believe that fostering a culture that genuinely values diversity is key to our success. Over the past year, we have continued to champion diversity and inclusion, with a particular focus on gender diversity initiatives.

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

### Gender Diversity and Leadership

- **Gender Diversity Targets** – We have set and exceeded our gender diversity targets across all areas, with notable increases in the representation of female chefs and female managers in middle and senior management roles.
- **Leading from the Top** – Our UK board now comprises 77.78% women, reinforcing a culture of inclusivity and equal opportunity throughout the organisation.
- **Industry Partnerships** – We have established strong partnerships with Women in Hospitality, Travel and Leisure (WiHTL) and UK Hospitality to gain industry knowledge and guidance. These collaborations help us drive meaningful change and champion inclusivity in the hospitality sector.

### Supporting Our People

- **Baby Loss Support Policy** – A new policy has been implemented, providing two weeks of paid leave to support colleagues through the difficult experience of baby loss.
- **Carers Leave** – Recognising the responsibilities of colleagues who care for others, we introduced a policy allowing up to four weeks of carers leave at 50% pay – exceeding legislative requirements.
- **People Promise** – As a commitment to our colleagues, we further developed the People Promise, which ensures that our workforce feels valued, appreciated, supported, and fulfilled.
- **Enhanced Communications** – we've introduced a new central HUB to enable us to communicate with colleagues at every level in the organisation.
- **Power Hour** – hosted webinars on a series of topics ranging from neurodiversity to the menopause, and engaged with experts to support with education, including a new partnership with 'See Her Thrive'.
- **Jobs Boards** – we've partnered with a range of job boards including Neurodiversity Jobs, BAME Jobs, Disability Jobs, and LGBT Jobs to help us attract diverse talent.
- **Mentorship** – launched the third cohort of our pioneering Wo-mentoring programme for women, with over 40 mentors and mentees taking part.
- **Events Calendar** – introduced a quarterly calendar of events recognising key dates for inclusion and wellbeing.
- **Support during pregnancy** – we've introduced maternity chef whites and safety shoes with additional support to ensure comfort and practicality.

We remain dedicated to fostering an environment where everyone feels supported and empowered.

Our continued focus on diversity, inclusion, and well-being ensures that we not only meet but exceed expectations in creating a positive workplace culture.