

THE GENDER PAY GAP REPORT 2023 SOUTH WEST LARDER LIMITED

Introduction

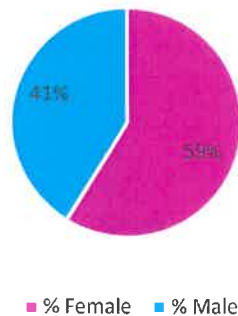
The data relates to the Gender Pay Gap report snapshot date of 5 April 2022 at South West Larder, a catering company operating in the South West of England.

The main roles employed include chefs, catering assistants, kitchen porters, managers, office staff and drivers.

233 relevant staff were employed on the snapshot date, split between 96 men and 137 women.

| Totals | Numbers | Percentages |
|--------|---------|-------------|
| Men | 96 | 41% |
| Women | 137 | 59% |
| | 233 | 100% |

Workforce Breakdown

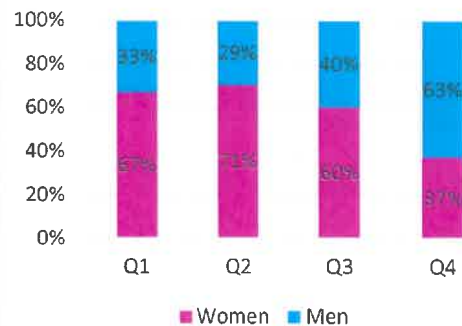


Task 1 – the percentage of men and women in each hourly pay quarter

Each of the 4 quartiles include 58 employees. The percentage of men and women in each hourly pay quarter:

| Quartile | Men | Women |
|---------------------------------|-----------------|-------------------|
| Q1 - Lower Hourly | 33% (19 men) | 67% (39 women) |
| Q2 - Lower Middle Hourly | 29% (17 men) | 71% (41 women) |
| Q3 - Upper Middle Hourly | 40% (23 men) | 60% (35 women) |
| Q4 - Upper Hourly | 63% (37 men) | 37% (22 women) |

Gender Split by Quartile





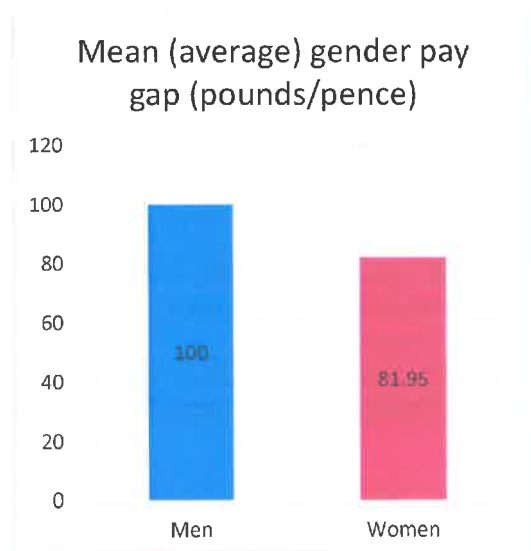
**SOMERSET
LARDER**

nourishing the community

Task 2 - The mean (average) gender pay gap using hourly pay

The mean (average) gender pay gap at South West Larder is 18.05%. Men are paid 18.05% more than women.

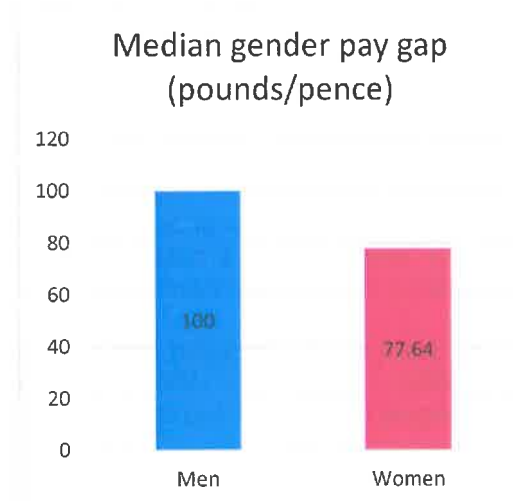
This means that for every £1 a man earns at South West Larder, a woman earns 81.95p.



Task 3 - The median gender pay gap using hourly pay

The median gender pay gap at South West Larder is 22.36%. Men are paid 22.36% more than women.

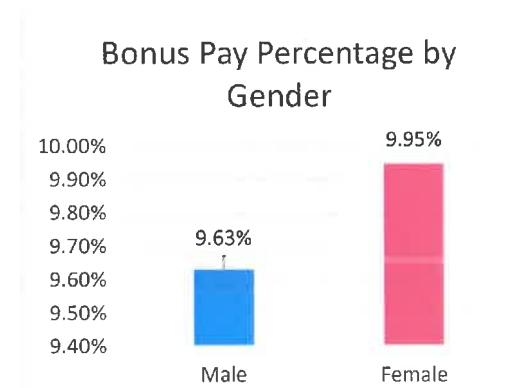
This means that for every £1 a man earns at South West Larder, a woman earns 77.64p.



Task 4 - The percentage of men and women receiving bonus pay

The percentage of men and women receiving bonus pay is:

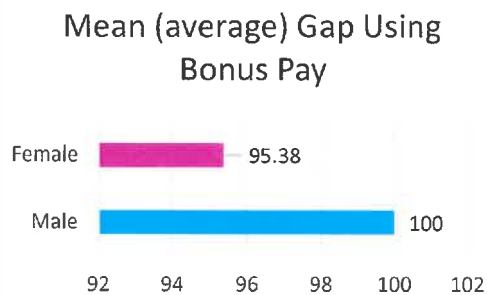
- 9.63% of men received a bonus
- 9.95% of women received a bonus



Task 5 - The mean (average) gender pay gap using bonus pay

The mean (average) gender pay gap using bonus pay is 4.62%.

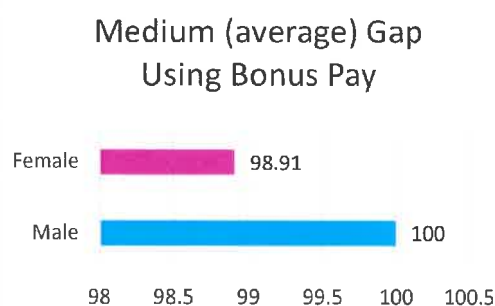
For every £1 of bonus pay made to men, women received 95.38p.



Task 6 - The median gender pay gap using bonus pay

The median gender pay gap using bonus pay is 1.09%.

For every £1 of bonus pay made to men, women receive 98.91p.



Our Actions:

We recognise that planned positive actions will support the narrowing of our Gender Pay Gap. We have identified several actions for completion before our next snapshot date of 5 April 2023.

Recruitment and Promotion

1. We will review our job advertisements and job descriptions and move to gender neutral language to:
 - exclude any unintentional focus of women for lower quartile jobs, and
 - exclude unintentional focus of men for upper quartile paid jobs
2. We will review the internal promotions in the 12 months between snapshot dates, analyse our dataset, and take positive action to support women seeking promotion.

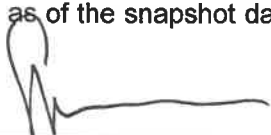
Training & Development

3. We will offer training for women interested in supervisor or manager roles prior to obtaining a promotion.

Declaration

I confirm the information and data reported is accurate as of the snapshot date 5 April 2022.

Signed



Steve Braithwaite
Managing Director

Date: 29 March 2023