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## THE GENDER PAY GAP REPORT 2026 SOUTH WEST LARDER LIMITED

### Introduction

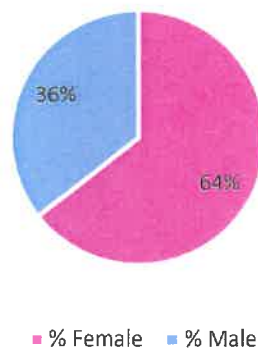
The data relates to the Gender Pay Gap report snapshot date of 5 April 2025 at South West Larder, a catering company operating in the South West of England.

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

400 staff were employed on the snapshot date, split between 142 men and 258 women.

Totals	Numbers	Percentages
Men	142	36%
Women	258	64%
	400	100%

Workforce Breakdown



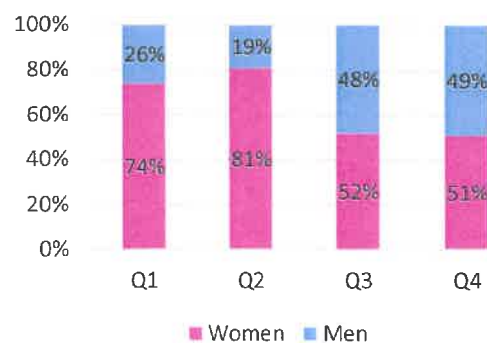
### Task 1 – the percentage of men and women in each hourly pay quarter

Each of the 4 quartiles include 100 employees.

The percentage of men and women in each hourly pay quarter:

Quartile	Men	Women
<b>Q1 - Lower Hourly</b>	26% (26 men)	74% (74 women)
<b>Q2 - Lower Middle Hourly</b>	19% (19 men)	81% (81 women)
<b>Q3 - Upper Middle Hourly</b>	48% (48 men)	52% (52 women)
<b>Q4 - Upper Hourly</b>	49% (49 men)	51% (51 women)

Gender Split by Quartile



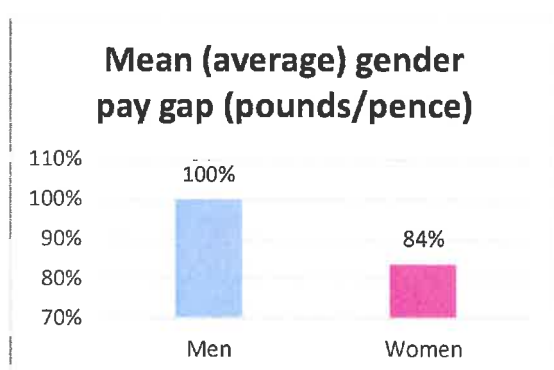


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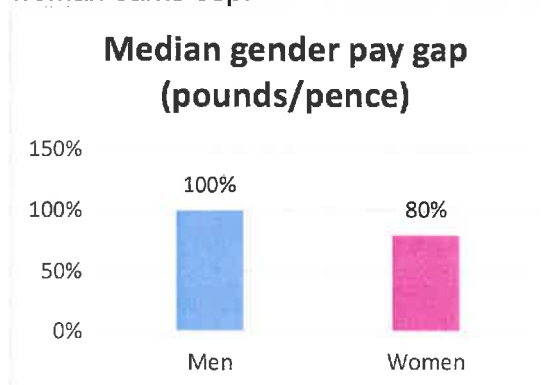
### Task 2 - The mean (average) gender pay gap using hourly pay

The mean (average) gender pay gap at South West Larder is 16%. Men are paid 16% more than women. This means that for every £1 a man earns at South West Larder, a woman earns 84p.



### Task 3 - The median gender pay gap using hourly pay

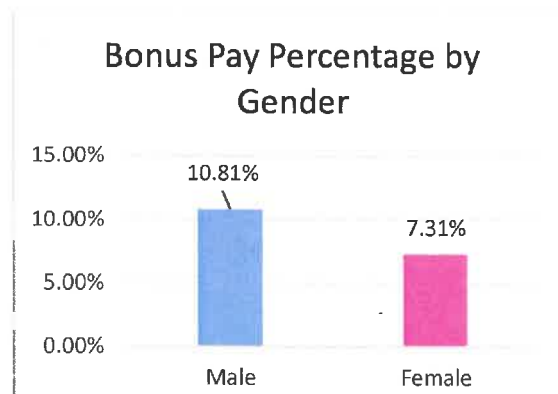
The median gender pay gap at South West Larder is 20%. Men are paid 20% more than women. This means that for every £1 a man earns at South West Larder, a woman earns 80p.



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

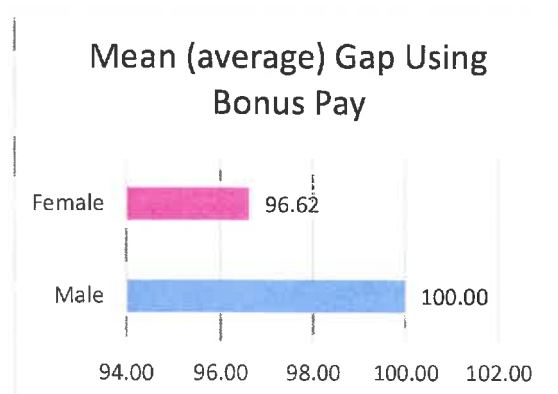
The percentage of men and women receiving bonus pay is:

- 10.81% of men received a bonus
- 7.31% 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 +3.38%. For every £1 of bonus pay made to men, women received £0.96p.



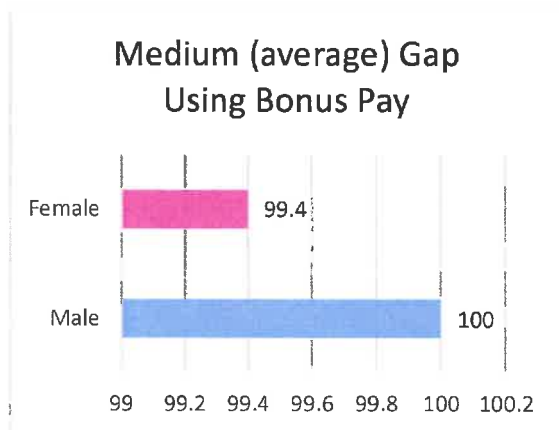


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### Task 6 - The median gender pay gap using bonus pay

The median gender pay gap using bonus pay is 0.60%. For every £1 of bonus pay made to men, women receive 99.4p.



#### Actions:

We intend to take a number of actions in the coming 12 months before we present the report for the next snapshot data (5 April 2026).

#### Our People

1. We will communicate our people diversity data to all team members to increase awareness of our people and the roles they do at various job levels.
2. We will continue to promote flexible working opportunities to encourage retention of male and female team members.

3. We will continue to encourage females to apply for jobs with pay in the upper quartile advertised job range (e.g. Supervisor roles and Manager roles).


#### Learning & Development

4. We will continue offering skills training and networking opportunities for females who aspire to higher roles (e.g. supervisor and management roles).
5. We will continue to progress career pathways for men and women to move into supervisory and management roles including through on-the-job and off-the-job training at level 3 or above.

#### Declaration

I confirm that the information and data reported is accurate as of the snapshot date 5 April 2025.

Signed

  
Steve Braithwaite  
Managing Director

Date: 13 January 2026