



**SOMERSET
LARDER**

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THE GENDER PAY GAP REPORT 2025 SOUTH WEST LARDER LIMITED

Introduction

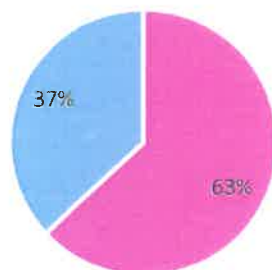
The data relates to the Gender Pay Gap report snapshot date of 5 April 2024 at South West Larder, a catering company operating in the South West of England.

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

363 staff were employed on the snapshot date, split between 136 men and 227 women.

Totals	Numbers	Percentages
Men	136	37%
Women	227	63%
	363	100%

Workforce Breakdown



■ % Female ■ % Male

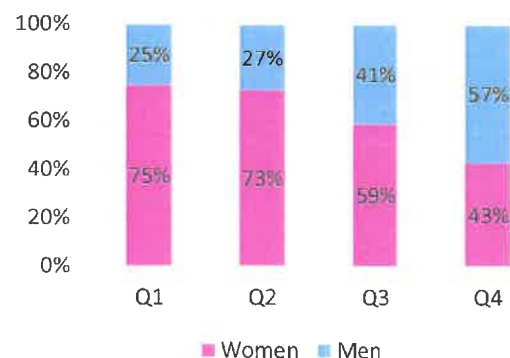
Task 1 – the percentage of men and women in each hourly pay quarter

Each of the 4 quartiles include 90 or 91 employees.

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

Quartile	Men	Women
Q1 - Lower Hourly	25% (23 men)	75% (68 women)
Q2 - Lower Middle Hourly	27% (24 men)	73% (66 women)
Q3 - Upper Middle Hourly	41% (37 men)	59% (54 women)
Q4 - Upper Hourly	57% (52 men)	43% (39 women)

Gender Split by Quartile



■ Women ■ Men



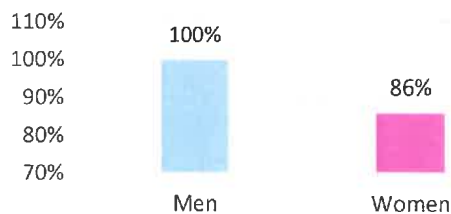
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Task 2 - The mean (average) gender pay gap using hourly pay

The mean (average) gender pay gap at South West Larder is 14%. Men are paid 14% more than women. This means that for every £1 a man earns at South West Larder, a woman earns 86p.

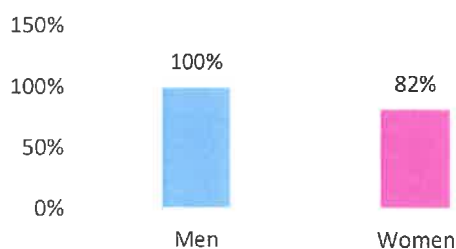
Mean (average) gender pay gap (pounds/pence)



Task 3 - The median gender pay gap using hourly pay

The median gender pay gap at South West Larder is 18%. Men are paid 18% more than women. This means that for every £1 a man earns at South West Larder, a woman earns 82p.

Median gender pay gap (pounds/pence)

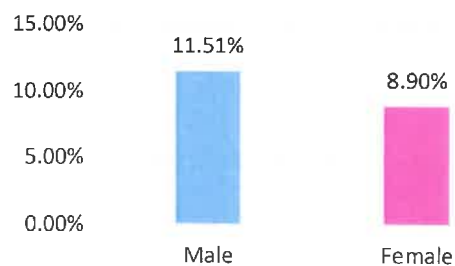


Task 4 - The percentage of men and women receiving bonus pay

The percentage of men and women receiving bonus pay is:

- 11.51% of men received a bonus
- 8.90% of women received a bonus

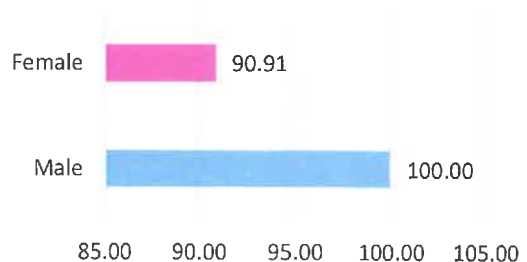
Bonus Pay Percentage by Gender



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

The mean (average) gender pay gap using bonus pay is +9.09%. For every £1 of bonus pay made to men, women received £0.90p.

Mean (average) Gap Using Bonus Pay





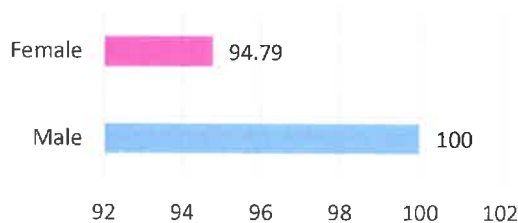
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Task 6 - The median gender pay gap using bonus pay

The median gender pay gap using bonus pay is 5.21%. For every £1 of bonus pay made to men, women receive 94.79p.

Medium (average) Gap Using Bonus Pay



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 2025).

Our People

1. We will communicate our people diversity data to our managers to increase awareness of our people and the roles they do at various job levels.
2. We will update our People & Talent Policies with enhanced maternity pay, enhanced adoption pay, and enhanced paternity pay to remunerate and support our people and aid retention.
3. We will promote flexible working opportunities across our business to

encourage retention of male and female team members.

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

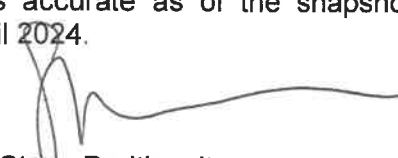
Learning & Development

5. We will continue offering skills training and networking opportunities for females who aspire to higher roles (e.g. supervisor and management roles).
6. We will 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.
7. We will offer trial shifts for women wishing to apply for Chef Supervisor roles and Chef Manager roles.

Declaration

I confirm that the information and data reported is accurate as of the snapshot date 5 April 2024.

Signed


Steve Braithwaite
Managing Director

Date: 12 March 2025