

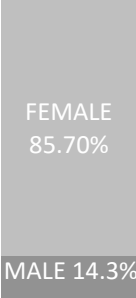
OLIVE DINING GENDER PAY GAP REPORT - APRIL 2020



Gender pay gap legislation requires employers in the United Kingdom with 250 employees or more to calculate and publish gender pay gap data every year.

The information needs to include:

- Mean and median gender pay gap (based on an hourly rate of pay at 5 April 2020)
- Mean and median bonus gender pay gap (considers bonus pay received in the 12 months leading up to 5 April 2020)
- Proportion of men and women receiving a bonus payment
- Proportion of men and women in each quartile pay band (looking at the proportion in four pay bands when we divide our workforce into four equal parts) The gender pay gap is expressed as a percentage of male earnings (e.g. “women earn x% less than men”).

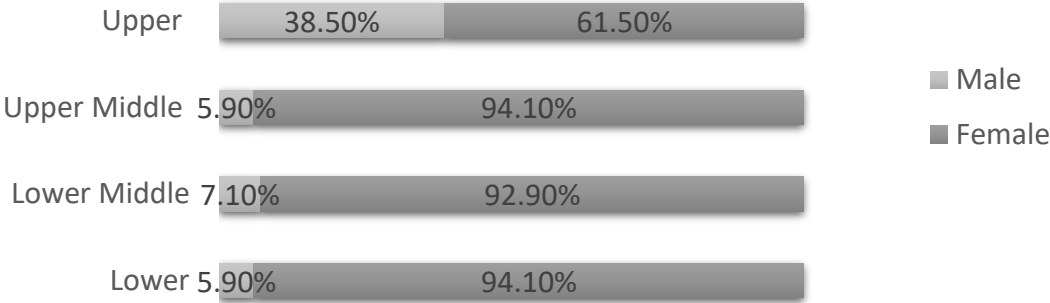


GENDER SPLIT OF OLIVE DINING EMPLOYEES

PAY QUARTILES BY GENDER

The figures below show the gender distribution at Olive Dining broken down into four equally sized quartiles based on pay.

Percentage of men and women in each hourly pay quarter



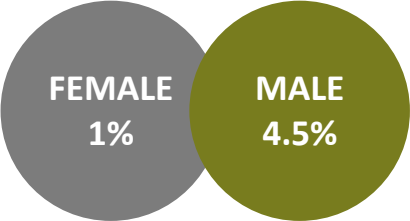
Percentage of men and women who received bonus



At Olive Dining we take pride in our entire team and appreciate the effort each and every member of staff put in. This being said 100% of employees received a bonus gift voucher in 2020.

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Percentage of men and women who received a paid bonus



The difference in proportion of women receiving a bonus, at 1% vs 4.5% for men, is driven by the proportion of men vs women in the company. As a result a higher number of female employees received a paid bonus (3 males vs 4 women).

OUR GENDER PAY GAP

DIFFERENCE BETWEEN MEN AND WOMEN	MEAN (AVERAGE)	MEDIAN (MIDDLE)
GENDER PAY GAP	24.7%	24.0%

The gender pay gap shows the difference in average pay between women and men. It does not measure equal pay, which relates to what women and men are paid for the same or similar jobs or work of equal value. Our gender pay gap is not a result of equal pay issues. We have a gender neutral approach to pay across all levels of Olive Dining.

The primary reasons for our gap is that we have more women than men in junior roles while more men than women are in senior roles. This is a common pattern in catering organisations within the education sector due to the high ratio of part time, term time workers, the majority of whom are women.

CONCLUSION

In conclusion the breakdown of male to female employees in mid to senior roles are as follows-

