

# Elior UK Gender Pay Gap Report 2025

Under current legislation, all organisations with more than 250 employees are required to publish six annual gender pay metrics, including their gender pay gap.

It is important to distinguish between gender pay and equal pay. Equal pay ensures that men and women performing the same or similar roles receive the same compensation—an approach that is firmly embedded within our company culture.

We remain committed to setting ambitious goals that drive long-term, sustainable progress, while continuing to strengthen our focus on equity, diversity, and inclusion, which we explore further in this report. These principles are fundamental to making Elior UK a great place to work and are central to our People Promise.

## Hourly Rate

We report the mean and the median gender pay gaps.

	Mean Gender Pay Gap 2025				Median Gender Pay Gap 2025			
	F	M	All	% GPG	F	M	All	% GPG
Caterplus Services Ltd	£13.72	£14.87	£14.19	7.8%	£12.60	£13.94	£13.00	9.6%
Edwards & Blake Ltd	£12.69	£15.12	£12.87	16.1%	£12.27	£14.13	£12.27	13.1%
Elior UK plc	£14.65	£16.33	£15.31	10.3%	£12.82	£13.85	£13.14	7.4%
Lexington Catering Ltd	£15.95	£17.91	£16.89	10.9%	£14.71	£15.47	£14.86	4.9%
Taylor Shaw Ltd	£12.98	£15.44	£13.19	15.9%	£12.29	£13.53	£12.30	9.1%
Grand Total	£13.95	£16.23	£14.67	14.0%	£12.60	£14.30	£12.82	11.9%

## Bonus

We report the mean and median gender bonus gaps and the proportion of male and female colleagues receiving a bonus.

	Mean Gender Bonus Gap 2025				Median Gender Bonus Gap 2025				Proportion of Female/Male 2025	
	F	M	All	% GPG	F	M	All	% GPG	F	M
Caterplus Services Ltd	£1,702.52	£934.89	£1,314.98	-82.1%	£500.00	£350.00	£350.00	-42.9%	5.7%	8.9%
Elior UK plc	£4,583.11	£3,894.05	£4,223.13	-17.7%	£1,750.00	£1,882.50	£1,811.25	7.0%	7.4%	12.3%
Lexington Catering Ltd	£1,198.25	£2,519.65	£1,870.62	52.4%	£686.00	£702.00	£700.00	2.3%	24.5%	28.6%
Taylor Shaw Ltd	£2,984.79	£2,944.36	£2,976.70	-1.4%	£2,862.50	£2,618.29	£2,800.00	-9.3%	1.3%	3.8%
Grand Total	£3,046.78	£3,071.95	£3,059.44	0.8%	£1,000.00	£850.00	£976.15	-17.6%	6.3%	13.7%

## Quartiles

	Caterplus Services Ltd		Edwards & Blake Ltd		Elior UK plc		Lexington Catering Ltd		Taylor Shaw Ltd	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Quartile 1	61.7%	38.3%	95.6%	4.4%	76.2%	23.8%	66.7%	33.3%	95.9%	4.1%
Quartile 2	75.3%	24.7%	97.1%	2.9%	63.8%	36.2%	56.4%	43.6%	95.5%	4.5%
Quartile 3	57.0%	43.0%	100.0%	0.0%	58.4%	41.6%	46.4%	53.6%	95.7%	4.3%
Quartile 4	41.2%	58.8%	77.9%	22.1%	44.0%	56.0%	38.4%	61.6%	79.7%	20.3%
Grand Total	58.8%	41.2%	92.6%	7.4%	60.6%	39.4%	51.9%	48.1%	91.7%	8.3%

## Whole Company Quartiles for Elior UK Group

Lower Pay Quartile -

80.6% of our colleagues are female



Lower Middle Pay Quartile -

82.9% of our colleagues are female



Upper Middle Pay Quartile -

65.0% of our colleagues are female



Upper Pay Quartile -

45.9% 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*

We are committed to creating a workplace where colleagues feel valued, respected, and able to thrive. We recognise that fostering a positive culture – where wellbeing, equity and inclusion are prioritised, is essential to both individual and organisational success.

Over the past year, we have continued to strengthen our approach to colleague support, with a particular focus on wellbeing, communication, and equity, diversity, and inclusion (ED&I).

Through a range of initiatives, we are building an environment where colleagues feel supported and empowered to bring their full selves to work.

Below are some of the key initiatives and commitments we have introduced and enhanced over the past 12 months to support our colleagues:

### Gender Diversity and Leadership

- **Gender Diversity Targets** – We are proud to have exceeded our 2025 gender diversity targets, which focus on increasing the representation of women among our chefs, female managers in middle and senior roles, and across our leadership team. We remain on track to meet our 2030 targets.
- **Leading from the Top** – Women represent over half of our UK board (66.67%), demonstrating our commitment to achieving gender balance at the highest levels of leadership.
- **Industry Partnerships** – Our partnership with Women in Hospitality, Travel and Leisure (WiHTL) continues to provide valuable industry insights and best practice, supporting us in driving meaningful and sustained change.

We have also been recognised as a “Leading Edge” organisation for ED&I following the latest WiHTL Maturity Curve assessment. This framework evaluates how effectively organisations embed ED&I across leadership, culture, policies, practices, and day-to-day operations.

### Supporting Our People

- **Menopause Support** – Through our partnership with Henpicked, we have achieved menopause-friendly accreditation. We have strengthened our support through a dedicated policy, a wellbeing action plan, and a menopause champions network. Furthermore, through our partnership with See Her Thrive, we offer webinars and cafes focused on menopause awareness, giving colleagues direct access to expert guidance and support
- **Colleague Network Groups** – We have introduced two new networks: Neurodiversity Inclusion and Working Families. These groups are actively shaping support for their communities, creating opportunities for connection, shared experiences, and inclusive initiatives. Our other colleague networks include bProud, for LGBTQ+ colleagues and allies; Andy’s Macc Club, which focuses on men’s health and wellbeing; and Celebrate Equality, which brings together colleagues representing a range diversity and inclusion areas, including religion, fertility, age, and more.
- **Events Calendar** – Our quarterly ED&I calendar highlights key awareness dates such as International Women’s Day, Neurodiversity Celebration Week, and Time to Talk Day, helping to raise awareness and encourage engagement across the organisation.
- **Age Friendly Accreditation** – We are accredited by the Centre for Ageing Better, reflecting our commitment to supporting colleagues at every stage of life. This includes promoting age-inclusive practices and ensuring equal access to opportunities, development, and support.
- **Multi-Generational Workforce** – We have partnered with Rest Less, a job board that promotes flexible and part-time opportunities, particularly supporting over 50’s.
- **Dayforce Advanced Hub** – We have enhanced our central communications hub to improve accessibility and reduce reliance on email. With clearer structure across key areas such as culture, benefits, and wellbeing, colleagues can more easily find information, access support, and navigate relevant resources in one place.
- **Men’s Health Support** – We have increased our focus on men’s health through webinars covering both mental and physical wellbeing. In addition, Andy’s Macc Club network provides a safe and supportive space for male colleagues to connect and talk openly.
- **Equity, Diversity, and Inclusion (ED&I) Training** – We have introduced a new ED&I training programme focused on building inclusive behaviours, increasing awareness, and equipping colleagues and leaders with the tools to create a more inclusive workplace.
- **Womentoring Programme** – We launched the fourth cohort of our Womentoring programme, supporting women in developing skills and progressing in their careers, and participation continues to grow year on year.
- **Colleague Engagement Survey** – We conducted a colleague engagement survey to gather feedback on workplace experience, wellbeing, and support. Insights from this will directly inform future initiatives and ensure colleague voices shape ongoing improvements.