

## Gender Pay Gap Report

At Dine Contract Catering, everyone is paid for the role they have in the team and for their performance in that role. No other factors affect employee remuneration.

Dine Contract Catering is an Equal Pay employer - men and women performing equal work receive equal pay.

Dine Contract Catering does have a Gender Pay Gap; however, we are pleased to report that our mean Gender Pay Gap has reduced by 3.23% since the 2018/19 report was published.

As a Company, we will continuously explore how we can close any gaps found within our organisation to create more gender balance, particularly given that we employ more women than men.

We practice equal opportunities; we firmly believe in appointing the best candidate into a role regardless of their gender or other factors covered by the Equality Act.

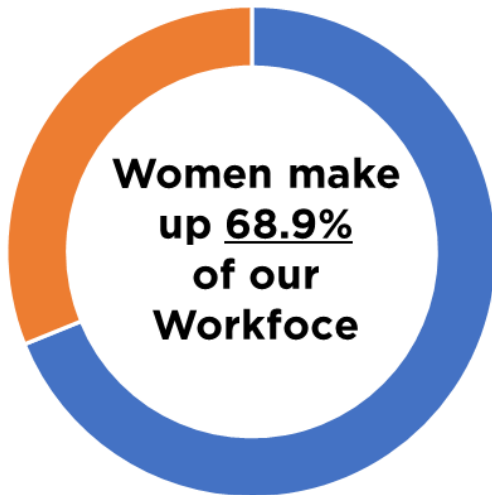
The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require relevant organisations to report statistics relating to the staff employed each year. The result of the 2020/21 analysis of this data for our organisation is as follows

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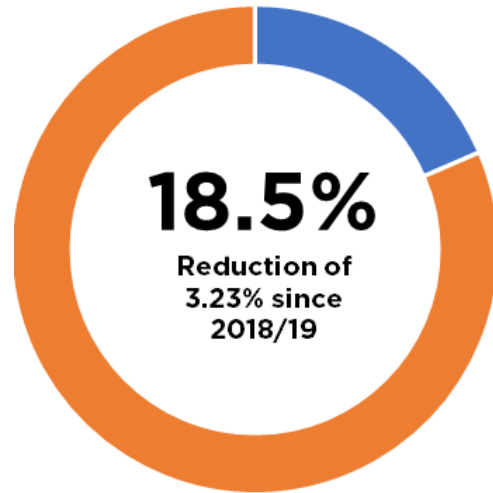
*Sample based on 665 Team Members*

## Workforce Profile:

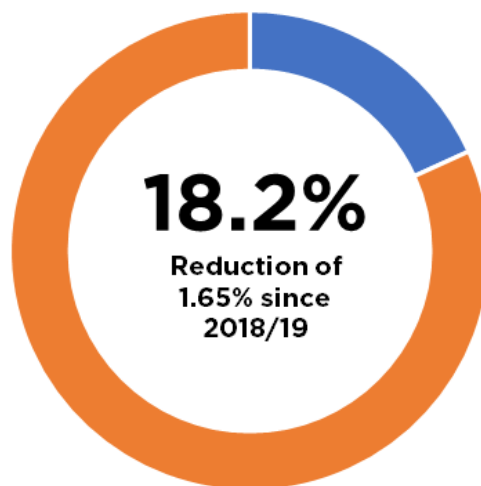


■ Women ■ Male

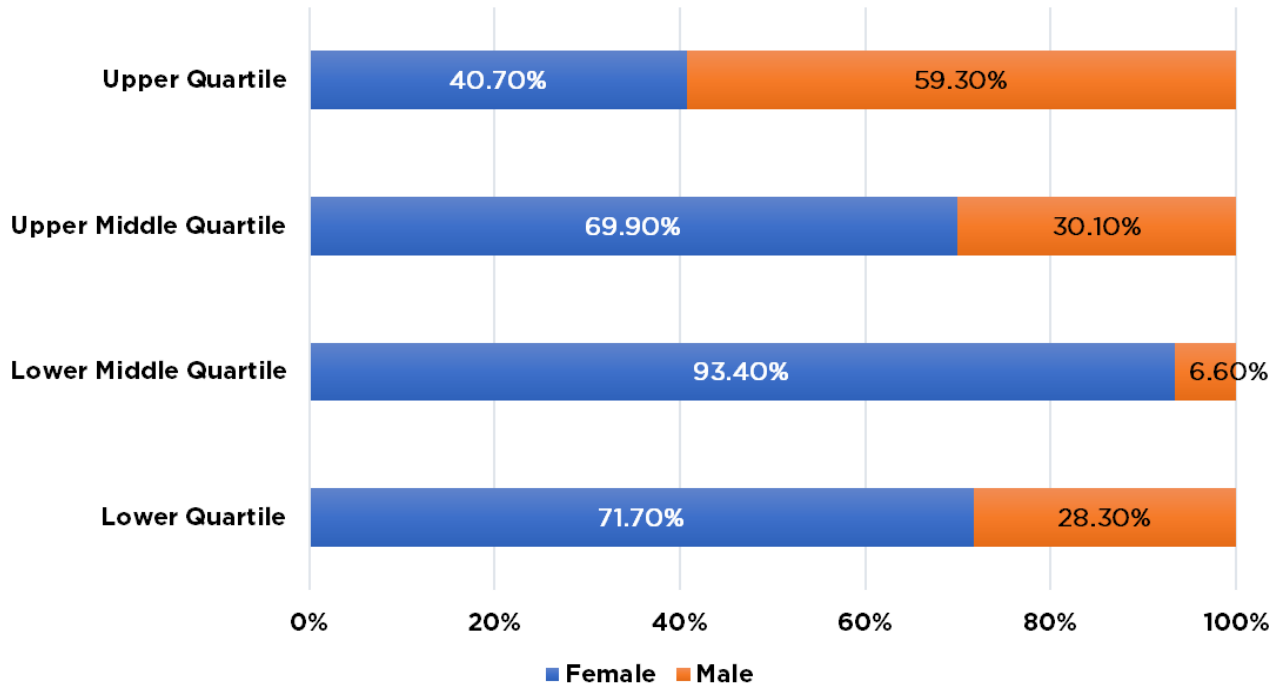
## Mean Gender Pay Gap:



## Median Gender Pay Gap:

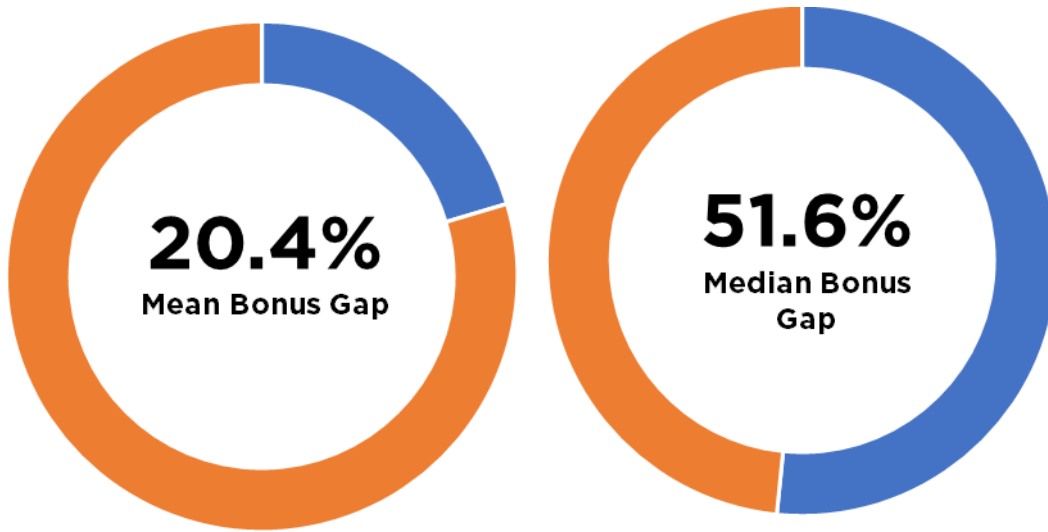


## Pay Quartiles:



## Bonus Payment:





The data in this report is accurate and in line with government reporting regulations.

**Steve Kyffin**  
Managing Director  
Dine Contract Catering