

# Gender Pay Gap Report 2025



At Dine Contract Catering we are committed to addressing barriers that many face regarding access to jobs, training and development and progression.

Our median gender pay gap has continued to reduce year on year and is 0.9% below the National UK median. We will continue to focus on reducing this gap further as we recognise there is still more work to be done.

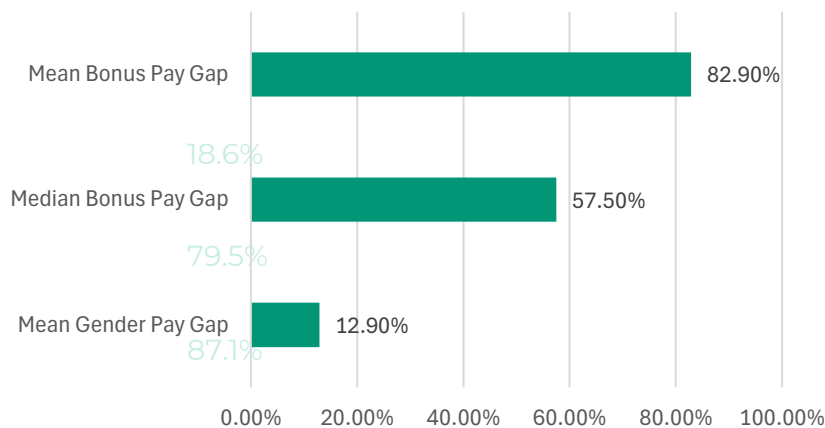
Over the last year we have seen an increase in the number of women working within the upper quartile. In addition, over 50% of our Culinary team are female which is significantly higher than the industry norm.

As an organisation we employ more women than men so we will continue to explore how we close the gender pay gap. We are committed to developing our talent and utilising our opportunities such as apprenticeships, career pathways and our Graduate scheme to support the development and progression of women in the business.

## OUR GENDER PAY GAP:

# 12.2%

This is a 3.4% reduction from last year.

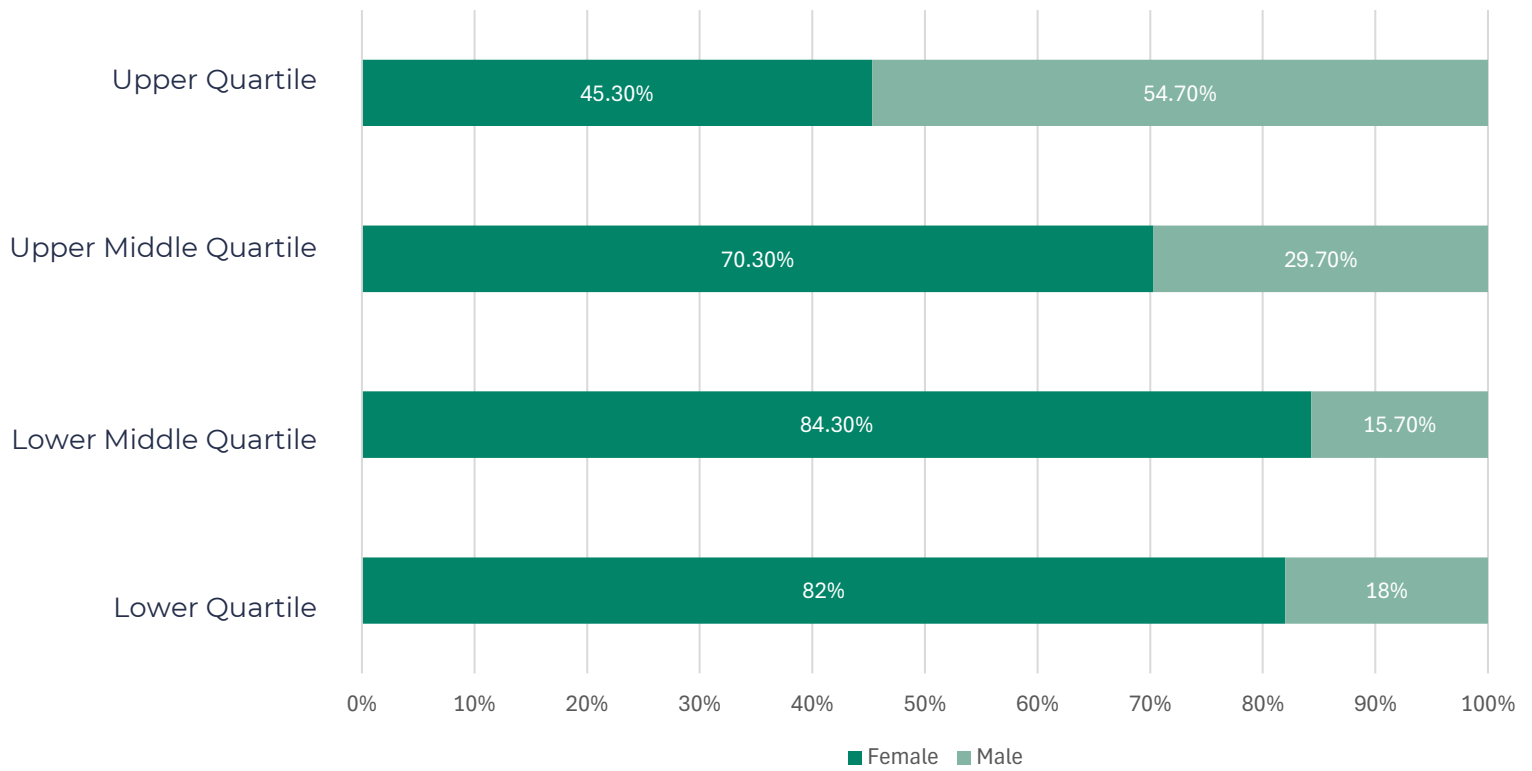


# 4.9%

Of women received a bonus.

# 10.8%

Of men received a bonus.



- Increase in female team members in Upper Quartile (1.5%)

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

Nick Haynes – Managing Director