

THE *good eating* CO.

Gender Pay Gap Report

2025



Overview

This report outlines The Good Eating Company gender pay gap findings for the snapshot date of 5 April 2025.

The analysis has been completed in line with the statutory gender pay gap methodology, using data from all relevant and full-pay relevant employees as defined in government guidance.

Our results show measurable differences in hourly pay, bonus pay, and representation across pay quartiles. These differences reflect structural factors within our workforce, such as role distribution, tenure, and bonus eligibility, rather than unequal pay for equal work.

Hourly Pay Gap

The gender pay gap in hourly pay is calculated using full-pay relevant employees only.

These figures indicate that, on average, women earn 7.7% less (mean) and 6.5% less (median) than men.

The main contributing factor is the distribution of employees in higher-paid leadership, senior chef, and head office roles, where men currently have greater representation.

7.7%

Mean Gender
Pay Gap

6.5%

Median Gender
Pay Gap

Bonus Pay Gap

The median bonus gap is negative, meaning the middle-earning woman in receipt of a bonus received more than the middle-earning man. This is linked to specific client groups where bonus allocations for women were particularly strong.

The mean bonus gap, however, is higher for men due to a couple of higher-value share awards received by senior male employees, which raise the male average.

The proportion of women receiving a bonus is slightly higher than that of men, driven by a higher number of bonus-eligible women in head office functions.

11.18%

Mean Bonus
Pay Gap

-41.0%

Median Bonus
Pay Gap

Proportion of Employees Receiving a Bonus

31.0%

of men received
a bonus

32.5%

of women
received a bonus

Pay Quartile Representation

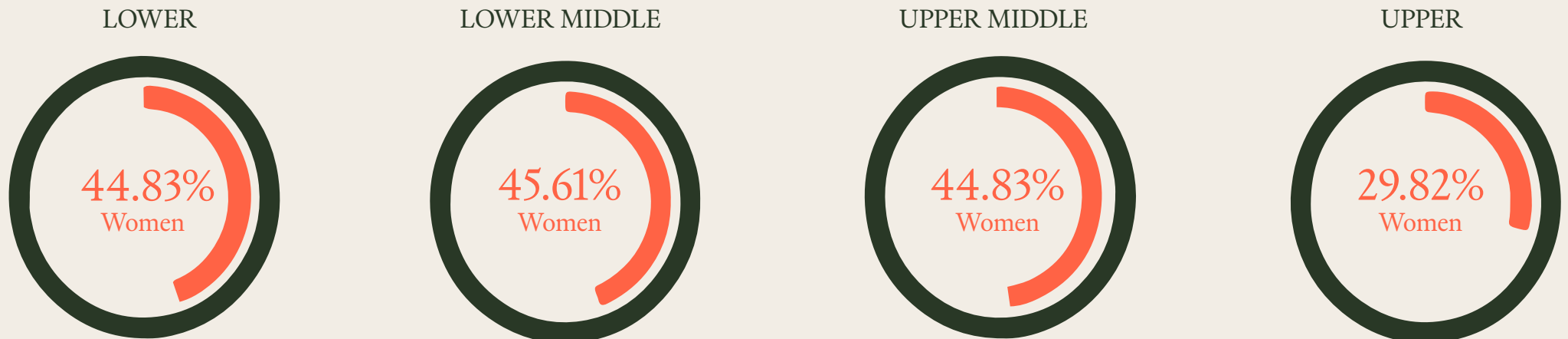
Representation is broadly balanced in the lower, lower-middle, and upper-middle quartiles.

However, in the upper quartile, male representation increases significantly to 70%, driven by a higher proportion of men in senior kitchen leadership and site management positions.

This structural distribution directly impacts our overall gender pay gap, as these roles carry higher salaries and, in some cases, higher value bonuses.

It is also important to note that a small number of senior female roles within Good Eating Company are employed through the Sodexo parent company payroll and therefore fall outside the scope of this reporting entity. As a result, they are not captured within this dataset.

The distribution of men and women across the pay quartiles is as follows;





Understanding The Figures

The gender pay gap in The Good Eating Company is influenced by role distribution rather than unequal pay for the same job.

Roles with the highest pay such as senior chefs, head office leadership positions, and some long-tenure roles are currently held disproportionately by men in our workforce.

Conversely, women are well-represented in mid-level and bonus-eligible administrative and client-facing roles.

ADDITIONALLY:

Share-based awards were received by a small number of male employees this year, increasing the mean bonus gap.

Women showed strong representation in bonus-eligible workstreams, contributing to the negative median bonus gap.

To continue reducing our gender pay gap, The Good Eating Company is committed to:



BROADENING ACCESS TO SENIOR ROLES

Strengthening talent pipelines so that women are proportionately represented in senior operational, culinary, and managerial positions.



SUPPORTING INTERNAL PROGRESSION

Expanding leadership development pathways, particularly in our culinary roles.



REVIEWING RECRUITMENT AND PAY STRUCTURES

Ensuring that practices remain equitable, transparent, and focused on developing a balanced leadership structure in the long term.



MONITORING BONUS ALLOCATIONS

Reviewing incentive schemes to ensure consistent, role-based criteria that support fairness.

Conclusion

Our analysis indicates a modest gender pay gap in hourly pay, primarily driven by the current distribution of men and women across our workforce, with a higher concentration of men in senior, higher-paid roles represented within our dataset.

Bonus outcomes present a more nuanced position. While women achieve higher outcomes at the median, average bonus payments are higher for men, largely reflecting seniority levels and the impact of share-based incentive arrangements.

Overall, we are encouraged that our gender pay gap remains relatively modest and is attributable to role distribution rather than unequal pay for equal work.

We are committed to fostering a fair, inclusive and transparent workplace where all colleagues have the opportunity to develop and succeed. We will continue to focus on improving balanced representation across senior and higher-paid roles, which we believe will contribute to a further reduction in the gender pay gap over time.



Ming Lai, CEO Premium Foods,
Sodexo UK&I

THE *good eating* CO.

Thank You