



**COMPANY
OF COOKS**

Gender Pay Gap Report 2024

Foreword



The **Company of Cooks** team is diverse and vibrant. It's the collective talents and experiences of all our people that ensure our business's continued success and that's why promoting and supporting inclusivity in everything we do is so important to us. Empowering our people to achieve and exceed their potential has a positive impact on them and on our performance as a business.

The gender pay gap is one of the measures we use to monitor inclusion. Women make up 47% of our team and our mean gender pay gap is 5.8%, and our median gender pay gap is 0.

Whilst the gender split across all quartiles is balanced and our gender pay gap is low, our commitment to continue to develop our female talent and ultimately neutralise our gender pay gap remains. For example, we have recently promoted a female team member into a senior managing director role, and we are proud of our apprenticeship programme which is inspiring women across our business to grow with us (see page 8 for more detail).

We are committed to a fair and inclusive workplace for all that supports both progression and lifestyle/family commitments.

Rob Fredrickson

Rob Fredrickson, Managing Director

I can confirm that the gender pay data contained within this report is accurate.

gender pay gap reporting explained



Gender Pay Gap legislation requires employers with a headcount of 250 or more, to calculate and publish their gender pay gap data on an annual basis. The calculations are based on data at 5th April each year, which is called the snapshot date. The information that employers are required to publish is as follows:

- | | |
|--|---|
| <ul style="list-style-type: none">• The percentage of men and women in each of the four pay bands, known as quartiles. These figures will demonstrate how the gender pay gap differs according to levels of seniority. | <ul style="list-style-type: none">• The mean and median gender pay gap using hourly pay. These figures will demonstrate the average gender pay gap for hourly pay across the organisation as a whole. |
| <ul style="list-style-type: none">• The percentage of men and women receiving bonus pay. These figures will demonstrate how the gender pay gap differs when looking at the distribution of bonus payments made in the 12 months leading up to the snapshot date. | <ul style="list-style-type: none">• The mean and median gender pay gap using bonus pay. These figures will demonstrate the average gender pay gap for bonus pay across the organisation as a whole. |

The gender pay gap figures can be found published on the employers Company website as well as the **Government website:**

<https://gender-pay-gap.service.gov.uk/>.

gender pay gap reporting explained cont.

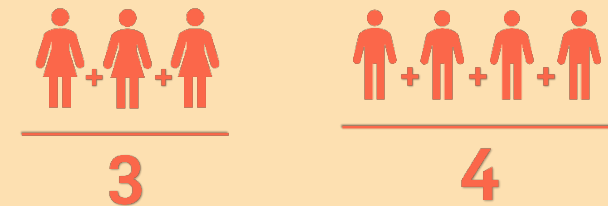
What's the difference between Gender Pay Gap and Equal Pay?

The gender pay gap shows the difference in the average pay between men and women in an organisation, which is expressed as a percentage of the average male earnings (e.g. women earn x% less/more than men).

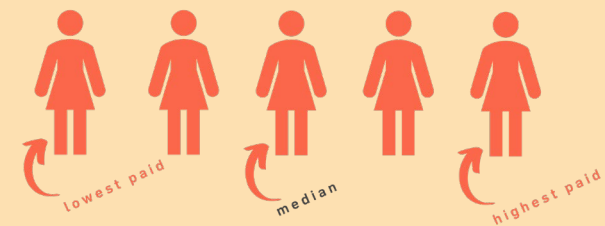
Equal pay is a legal requirement to pay men and women the same for performing equal work unless any difference in pay can be justified, which is governed by the Equality Act 2010.

What's the difference between 'mean' and 'median'?

The "mean" average for the gender pay gap is determined by adding up the hourly pay/bonus pay and then dividing the result by the number of employees. For example:



The "median" average for the gender pay gap is determined by sorting all of the hourly pay/bonus pay from smallest to largest and then selecting the employee in the middle of the range. For example:



Company of Cooks at a glance

Company of Cook had 436 “relevant” employees on the 5th April 2024 (the snapshot date). The term “relevant” excludes those who were on leave and those who were receiving less than full pay on the snapshot date (e.g. holiday, family friendly leave, sickness leave etc.).

53% men

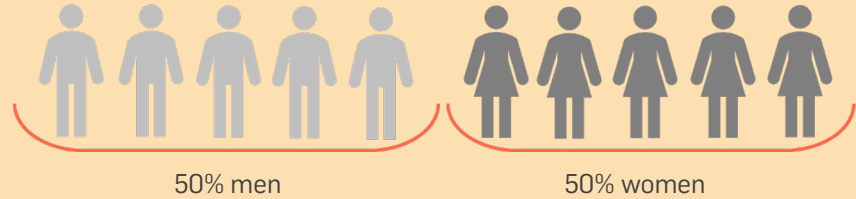


47% women

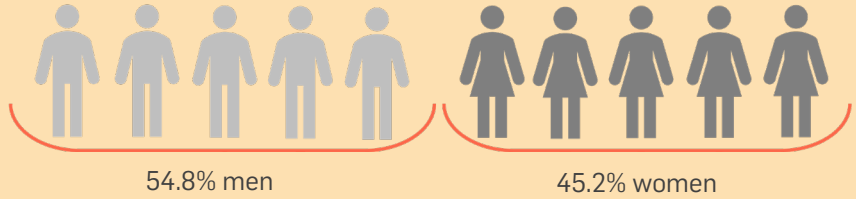


Percentage of men and women in each pay quarter by full-time relevant employees

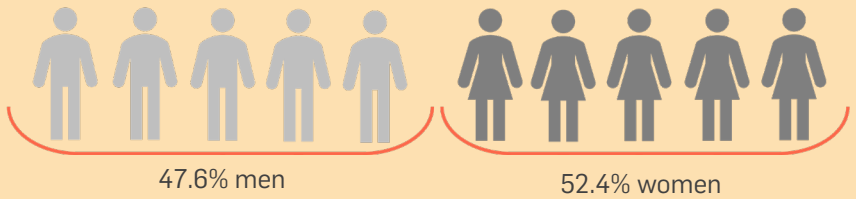
lower quartile



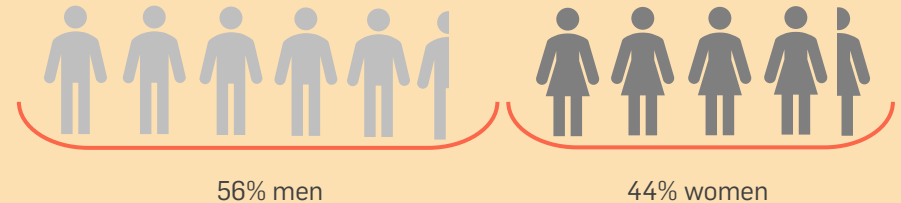
lower middle quartile



upper middle quartile



upper quartile



gender pay gap

Mean Gender Pay Gap using Hourly Pay



Men earn **5.8% more** than women across the Company

Median Gender Pay Gap using Hourly Pay



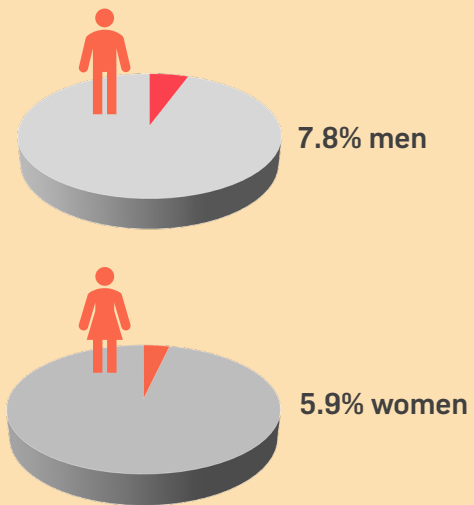
Men earn **the same as** women across the Company

Per Quartile	Mean gender pay gap
Lower pay quartile	Men earn 0.2% more than women
Lower middle pay quartile	Men earn 1.3% more than women
Upper middle pay quartile	Men earn 1.2% more than women
Upper pay quartile	Men earn 10.8% more than women

Per Quartile	Median gender pay gap
Lower pay quartile	Men earn the same as women
Lower middle pay quartile	Men earn 1.8% more than women
Upper middle pay quartile	Men earn 1.7% more than women
Upper pay quartile	Men earn the same as women

gender pay gap

Percentage (%) receiving Bonus Pay



Mean Gender Pay Gap using Bonus Pay



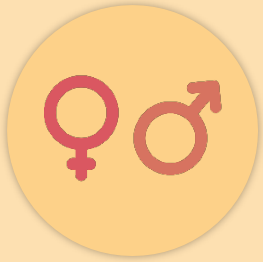
Men earn **9.8% more** than women across the Company

Median Gender Pay Gap using Bonus Pay



Men earn **the same as** women across the Company

gender pay gap analysis



Company of Cooks is part of a wider group, CH&CO. Due to the structure of the CH&CO group, there are not many senior roles in Company of Cooks. The majority of people included in this report work in set paid roles and this is reflected in the low gender pay gap.

Where differentiation does appear, this is influenced by length of service and the associated incremental increases that come with continued employment and experience.

Only 30 people out of the 436 relevant employees received a bonus. There is therefore not enough data to draw a sensible conclusion around the results of the gender pay gap for bonus payments.

Inclusion through development

At Company of Cooks, we are committed to creating an inclusive and supportive environment where women can thrive, develop and advance their careers. By investing in development programmes, mentorship and leadership opportunities, we support women in building successful careers with us.

Our apprenticeship programme is a great example of this, providing valuable training and career progression across the wide variety of roles within our business and every level of seniority. It is a primary way in which we demonstrate opportunities to grow within Company of Cooks and encourage development for our female employees. More than half the apprentices currently enrolled on programmes are women, which upholds our commitment to creating balanced and accessible pathways for growth and confirms that women recognise the opportunities within our business.

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