



March 2023

Connect Gender Pay Gap Report

In accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 Connect has published its gender pay gap. The figures are based on 5th April 2022 payroll figures.

The results of this report have been reviewed by the Directors and have been viewed as a true representation of the employment figures within Connect.

Connect Catering work in a sector that is historically female dominated with employment gender figures within Connect showing an overall employment balance of 57.8% female and 42.2% male, 15% more females in the Connect workplace. Connect's results, when compared to April 2020, have changed by 5%, widening Connect's gender pay gap. However, when reporting the gender pay gap for 2020 Connect's figures had substantially improved from previous years, so we believe Connect will gain back the improvement with the ending of the Covid-19 pandemic.

Hourly Rate

The mean hourly rate of pay gender pay gap	6.3 %
The median hourly rate of pay gender pay gap	14.0 %

Bonus Pay

The mean bonus gender pay gap	-222.1 %	
the median bonus gender pay gap	-180.0 %	
	Male	Female
Percentage of employees who received bonus pay	5.0 %	6.0 %

Employees by Pay Quartile

	Male	Female
Upper quartile	54.6 %	45.4 %
Upper middle quartile	45.8 %	54.2 %
Lower middle quartile	36.5 %	63.5 %
Lower quartile	31.3 %	68.7 %

What are the underlying causes of Connect's gender pay gap?

The gender balance work pursued by Connect was hit hard with the Covid pandemic and subsequent labour shortage in the hospitality industry. Many sites were closed during the pandemic and then when opened struggled with high vacancy rates. This resulted in company resources being re-routed to ensure services were maintained and safe workspaces were maintained.

According to the law, men and women must receive equal pay for the same or similar work and we are confident this happens at Connect.

What is Connect doing about the gender pay gap

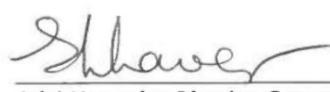
Connect has set a goal to reduce the gender pay gap, and we are aiming to achieve parity in all areas. Connect is re-focusing on driving down the gender pay gap equality, by reviewing procedures. Under our ISO 9001 we have a policy of reviewing and improving all our systems and policies every year, including equality bias identification.

- Connect continue to assess the recruitment process to ensure that gender bias is removed. Connect's recruitment aim is to operate a gender-neutral recruitment process by training managers with recruitment roles and aligning recruitment processes. We are expecting that the introduction of standard questions within the recruitment process will result in a reduction of gender bias.
- Connect's recruitment process includes a skill-based assessment, with set tasks and scoring. We have found this to be a reliable and impartial tool within the recruitment process. Connect have consistently operated a skill-based assessment for all roles.

We, Kate Bendall and Louise Laver, Joint Managing Directors, confirm that the information in this statement is accurate.



Kate Bendall
Joint Managing Director, Connect Catering Ltd



Louise Laver
Joint Managing Director, Connect Catering Ltd