



January 2024

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 2023 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 57.5% female and 42.5% 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 | 6.89 % |
| The median hourly rate of pay gender pay gap | 14.48 % |

Bonus Pay

| The mean bonus gender pay gap | -65.5% | |
|--|--------|--------|
| the median bonus gender pay gap | 0.1% | |
| | Male | Female |
| Percentage of employees who received bonus pay | 59.3 | 58.2 |

Employees by Pay Quartile

| | Male | Female |
|-----------------------|--------|--------|
| Upper quartile | 56.0 % | 44.0% |
| Upper middle quartile | 49.4% | 50.6% |
| Lower middle quartile | 27.2% | 72.8% |
| Lower quartile | 37.3% | 62.7 % |

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

The gender balance at Connect Catering has improved in certain sectors of the gender pay gap. The predominance of women in the lower 2 quartiles may be a reflection of the family demands on females, such as caring. The upper and upper middle quartiles are significantly more balanced, with the upper middle quartile only 1.2% away from parity.

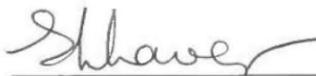
According to the law, men and women must receive equal pay for the same or similar work and we are confident this happens at Connect.

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 focusing on reducing the gender pay gap, 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 and aligning recruitment processes. We are expecting that the review 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.

Louise Laver, Joint Managing Director, confirm that the information in this statement is accurate.



Joint Managing Director, Connect Catering Ltd