



March 2026

## 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 2025 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 62% female and 38% male, Connect's results, making 24% more females within Connect's business. When compared to April 2024, the balance has improved in due to more men being attracted to Contract Catering due to the hours of work offered and the company's dedication to fresh food. The Directors are committed to ensuring that the pay gap is narrowed and will be looking at turnover, sickness, recruiting etc to better understand the dynamics of this.

### Hourly Rate

The mean hourly rate of pay gender pay gap	10.13%
The median hourly rate of pay gender pay gap	23.67%

### Bonus Pay

The mean bonus gender pay gap	-2.60%	
the median bonus gender pay gap	0%	
	<b>Male</b>	<b>Female</b>
Percentage of employees who received bonus pay	60.49	52.52

### Employees by Pay Quartile

	<b>Male</b>	<b>Female</b>
Upper quartile	57.89%	42.11%
Upper middle quartile	58.97%	41.03%
Lower middle quartile	43.59%	56.41%
Lower quartile	15.38%	84.62%

## **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, plus the sector we operate in which includes catering and cleaning. A high proportion of women also prefer/need to work part-time. The upper and upper middle quartiles are significantly more balanced, with the upper middle quartile only 1.3% 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.

## **How is Connect addressing the gender pay gap**

Connect has an ongoing commitment to improve our gender pay gap, and our long-term aim is to achieve parity in all areas. To do this we regularly focus on reviewing our recruitment and training procedures alongside developing female talent. Under our ISO 9001 certification we also review and continually improve all our systems and policies annually, including equality bias identification.

- Connect continue to assess the recruitment process to check for any gender bias. Connect's recruitment policy 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 ensure there is no gender bias within this process.
- Connect's recruitment process has always included a skill-based assessment, with set tasks and a fair scoring system. This assessment is standard for each job role, not set for each the applicant. We have found this to be a reliable and impartial tool within our recruitment process, it is mandatory, and checked by HR, before any job offer is made.
- Connect is open to flexible working, part-time working and job share wherever reasonably practicable.

Liz Mbaziira HR Director, confirm that the information in this statement is accurate.

Date: 26/03/2026