



**COMPANY
OF COOKS**

Gender Pay Gap Report 2023

Foreword



At **Company of Cooks**, we are privileged to work with a diverse team of people. Their collective talents and experiences are the foundation of our business's continued success and it's vital that we promote and support inclusivity in everything we do. Empowering our people to achieve and exceed their potential has a positive impact on them and on our performance as a business.

Women make up 43.6% of our team and the gender pay gap is one of the reports that we use to measure inclusion.

Last year represented the first time that Company of Cooks was required to report on the gender pay gap and we're delighted that for 2023 we can report a reduction in the gender pay gap of 4% to 1.7%.

Whilst our gender pay gap is low, we are not resting on our laurels. We recognise that there is always work to be done and as a business, we have a responsibility to maintain our efforts to ultimately neutralise the gender pay gap within Company of Cooks. We are committed to working towards 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.

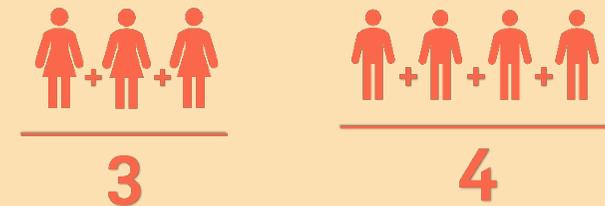
What's the difference between Gender Pay Gap and Equal Pay?

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).

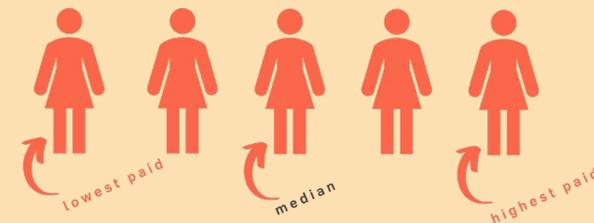
Equal pay is a legal requirement to pay men and women the same for performing equal work unless any difference in pay can be justified, which is governed by the Equality Act 2010.

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 399 “relevant” employees on the 5th April 2022 (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.).

56.4% men

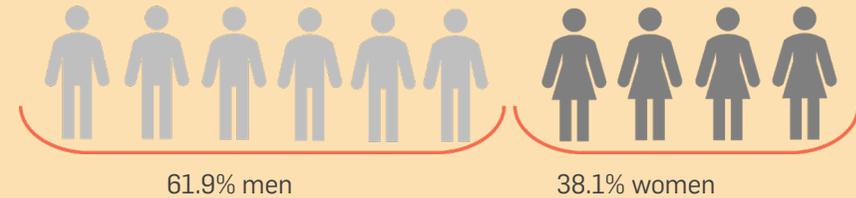


43.6% women

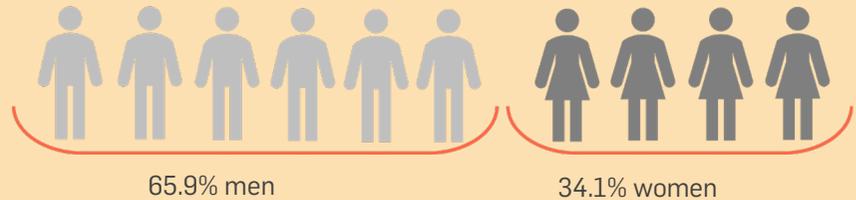


Percentage of men and women in each pay quarter

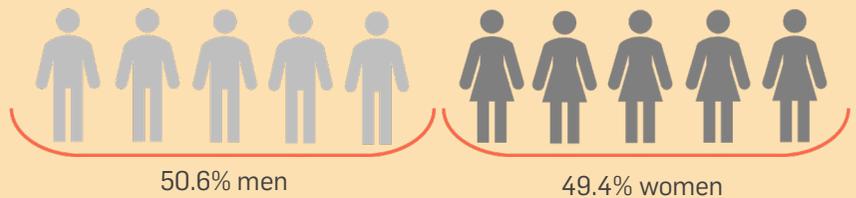
lower quartile



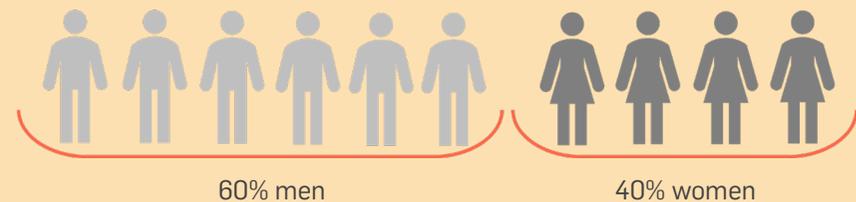
lower middle quartile



upper middle quartile



upper quartile



gender pay gap

Mean Gender Pay Gap using Hourly Pay



Men earn **1.7% more** than women across the Company

Per Quartile	Mean gender pay gap
Lower pay quartile	Men earn 6.5% less than women
Lower middle pay quartile	Men earn the same as than women
Upper middle pay quartile	Men earn 0.5% more than women
Upper pay quartile	Men earn 2.8% more than women

Median Gender Pay Gap using Hourly Pay

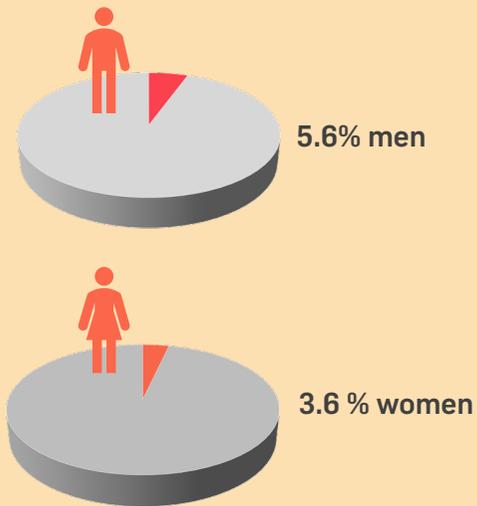


Men earn **5.6% less than** women across the Company

Per Quartile	Median gender pay gap
Lower pay quartile	Men earn 12.5% more than women
Lower middle pay quartile	Men earn the same as women
Upper middle pay quartile	Men earn the same as than women
Upper pay quartile	Men earn 0.7% less than women

gender pay gap

Percentage (%) receiving Bonus Pay



Mean Gender Pay Gap using Bonus Pay



Median Gender Pay Gap using Bonus Pay



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 21 people out of the 445 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.

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