

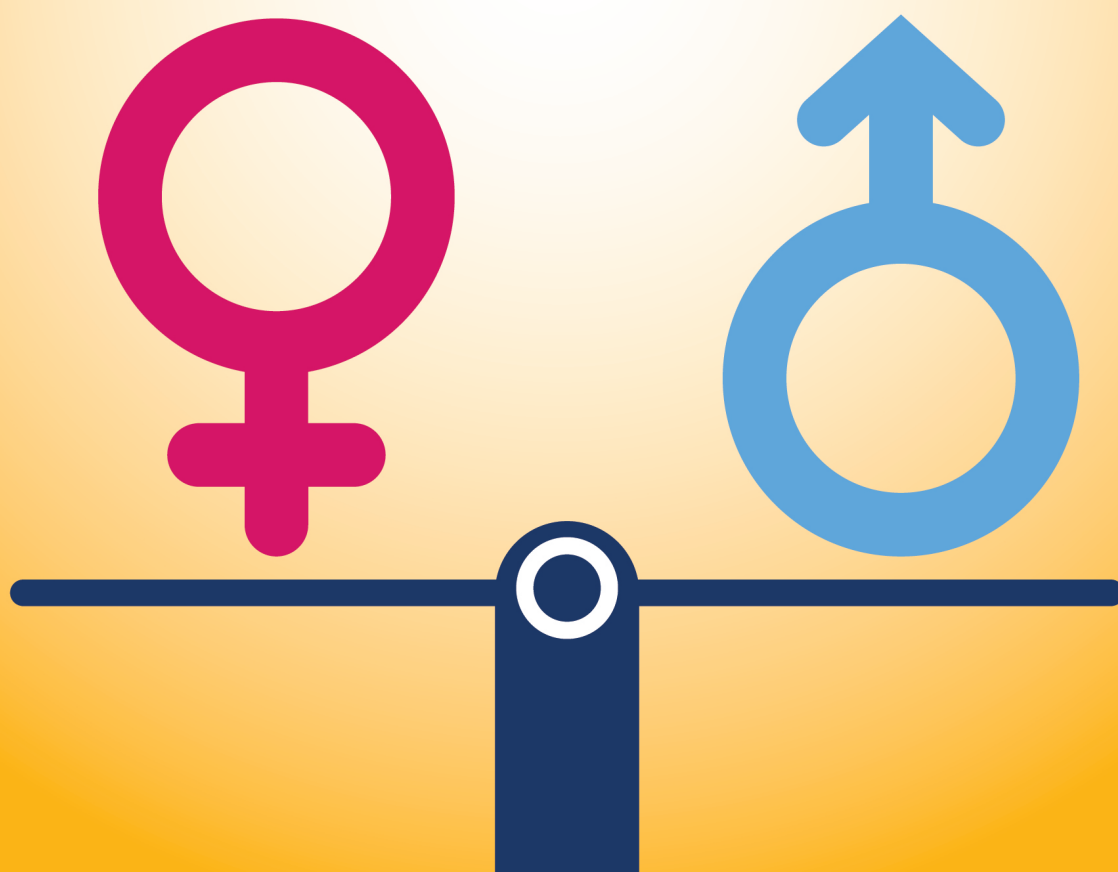
OPPORTUNITY IS AROUND THE CORNER

**Pertemps
Network**
the face of catering recruitment



GENDER PAY GAP REPORT

APRIL 2019



www.pertempsnetwork-catering.co.uk

WHO ARE WE?

Network Catering have been operating in the hospitality and catering industry since 1977 and are specialists in the field.

The company is part of Pertemps Network Group. Starting off life in 1961, Pertemps has grown to become the UK's largest independent recruitment company in the UK. The Network Group is made up of niche companies, each offering high quality recruitment solutions to a wide range of industries in the UK and overseas.

We believe everyone should be given equal opportunities regardless of gender. We are proud to offer fair, unbiased pay to all our employees and are committed to fairness, equality and inclusion in the workplace.

We aim to attract and retain the best talent, enhance employee satisfaction and reward high achievers. To support this, we make sure

our pay is gender neutral. Pay is based on an employee's job role and experience. No other influences, such as gender, are relevant.

We actively work to encourage diversity in business at every opportunity. At Network Catering Ltd, we pay our employees equally. It is important to understand the difference between equal pay and the gender pay gap. Equal pay issues occur when men and women are paid differently despite having the same responsibilities.

The gender pay gap is a more complex issue that compares the average earnings of men and women in the same organisation, shown in a percentage format. By monitoring the gender pay gap, organisations can act to reduce it.

We are proud of our diverse workforce and of our employees who inspire and motivate one another every day.

2018 GENDER PAY GAP REPORT

Although Network Catering Ltd have a relatively small permanent team in our office located in Birmingham, due to the size of our temporary workforce we are obliged to report the Gender Pay Gap and have used the calculation requirements set out in **The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017**. This means that our figures are representative of both our permanent staff and contingent workforce who work on assignment for our clients. As an employment business we adhere to relevant legislation including the **Agency Workers Regulations 2010**.

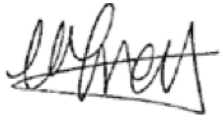
As at 5th April 2018, Network Catering Ltd had a mean pay gap of **26.6%** and a median pay gap of **30.2%**. Our pay quartiles show that there are more females than males in each quartile. The figures are somewhat distorted as they are based on both permanent and contingent numbers.

The bonus figures show that **4%** of men received a bonus and **0.9%** of females received a bonus however when reviewing the bonuses of permanent staff, **33.3%** of males received a bonus and **28.6%** of females received a bonus. Bonuses are purely reflected on performance within the business.

GENDER PAY GAP MONITORING AND REVIEW

Whilst we will continue to monitor our Gender Pay Gap, Network Catering Ltd will continue to make every effort to recruit a diverse range of people and are fully committed to equality in the workplace.

As Group HR Director, I can confirm the information contained herein is accurate.



Tracy Evans

DIFFERENCE IN HOURLY RATE

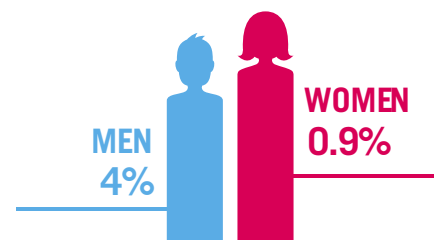


WOMEN'S MEAN
HOURLY RATE IS
26.6% LOWER
THAN MEN'S



WOMEN'S MEDIAN
HOURLY RATE IS
30.2% LOWER
THAN MEN'S

WHO RECEIVED BONUS PAY



DIFFERENCE IN BONUS PAY



WOMEN'S MEAN BONUS
PAY IS 329.2% HIGHER
THAN MEN'S



WOMEN'S MEDIAN
BONUS PAY IS 329.2%
HIGHER THAN MEN'S

PROPORTION OF WOMEN IN EACH PAY QUARTILE

