

Gender Pay Gap Report



2021-2022





Overview

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics.

Organisations with over 250 employees are being asked to report on their Gender Pay Gap for the first time in 2022

Gender pay gap calculations are based on employer payroll data drawn from a specific date each year. This specific date is called the 'snapshot date'.

From 2017, if you are an employer who has a headcount of 250 or more on their 'snapshot date' you must comply with regulations on gender pay gap reporting. This requires employers to annually report and publish specific figures about their gender pay gap

Jubilee has analysed and reported upon the gender pay gap for our workforce for the period 1st April 2021 – 4th April 2022 to the Government's Gender Pay Gap service for details of our report please see the attached document.

This statement provides context to the report and includes an Action Plan aimed at reducing any pay gap inequalities.

Document Contents:

- Overview
- 2021-2022
- Pay Gaps
- The future

2021-2022 Report

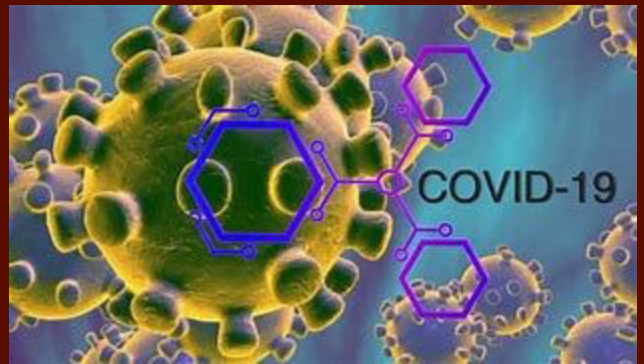
During the reporting period, the UK economy was under strain due to the affects of the Covid 19 pandemic. It was widely acknowledged during this time, that the catering and hospitality sectors were one of the sectors most affected by the lock-down's and the social distancing required to contain the virus.

Equally, the workforce was impacted by the demands placed upon it and in particular, the flexibility to respond to the peaks and troughs in the market during this period.

The majority of the Company's workforce is represented by those who carry out temporary work assignments in either the contract catering or hospitality sectors.

Contract catering assignments are typically in schools, care homes, nursing homes, offices. The hours worked in these establishments are more family friendly e.g. during the daytime. Whereas, the hospitality sector is typically in hotels, pubs and restaurants where the hours can include both very early and late shifts.

As a Company we find that female temporary workers are attracted to catering assignments. One assumption for this trend is that the hours are more suited to managing family commitments. The report outcomes show the representation of female workers in the catering sector to be higher than male workers.



Pay Gaps

In the early part of this pay gap reporting period e.g. Upper Pay Quarter, we can see

there was a higher percentage of female workers (57%) working on assignments compared to (43%) male workers. This trend was driven by the demand in catering assignments whilst the hospitality sector was having a much slower recovery.

Additionally, we find within the employment industry that a higher proportion of males are attracted to temporary work as opposed to females. This trend maybe being driven by females preferring to remain longer in permanent posts where there is

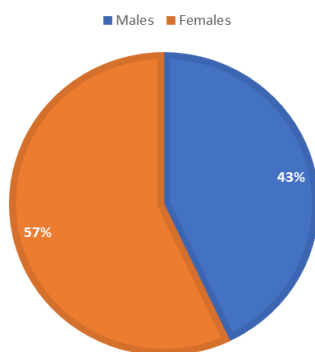
stability around hours, pay and career opportunities compared to the volatility of temporary work.

It is true to say that the catering sector pay levels are lower than the hospitality sector. The reason for this is that the fee level that can be achieved for catering assignments reflects the general pay levels for the businesses operating in those

markets. As a Company, we are market sensitive and understand that the wage rates in this market are closely linked to public sector pay. As opposed to the hospitality sector which operates in the private sector where wages are driven by other market forces where higher wages can be achieved.



UPPER PAY QUARTER



During the recruitment phase the candidates qualifications and skills determine the roles they are matched to. Therefore, workers from any gender, with equivalence in these areas, have opportunities to take up roles suited to their background. As the worker is free to decide which roles they choose, we can through this analysis, determine which roles the workforce has gravitated towards.

We can see from the mean pay gap outcome that pay rates for females were 2% lower than males. This outcome indicates that whilst female workers are attracted to catering assignments, some workers are opting to work in hospitality and likewise male workers are doing the same with catering. It is an accurate reflection of the state of the market during the reporting period. Whilst the hospitality sector was slowly recovering, the work opportunities for both genders was in the catering sector.

We will further analyse the reasons behind the difference to further our understanding and to further minimise the pay gap where possible.

The median pay gap represents a 5% difference between the genders and over the next operating year we will analyse this difference, particularly as in the 3 quarters following the first quarter, the workforce changed with a higher number of males working on assignments compared to females. We anticipate this trend to be reflective of the gradual re-opening and an invigorated hospitality sector where there was a high demand for workers and higher pay rates.





What the future holds

We have published this report in a time of considerable change in the world and in our business. However as a business we have continued to work towards becoming a Great Place to Work and importantly being an inclusive place to be.

Our Gender Pay report has shown that we have some areas where the balance is being achieved,

In the year ahead we will continue to seek opportunities to become even more inclusive

