

LUNCHTIME CO[®]

Gender Pay Gap Report

**As at a snapshot date
5th April 2020**

UK employers with more than 250 colleagues are legally required to calculate and publish their Gender Pay Gap statistics.

Lunchtime Company welcomes this transparency, both internally and as part of a wider drive to improve equality in society.

It is important to note that a majority of the Lunchtime Co. workforce were furloughed in April 2020.

For clarity, Lunchtime Company employs 92% women and 8% men. In terms of operational roles, such as Catering Assistants, the figure jumps to 98% women. There is no gender pay gap within the operational workforce.

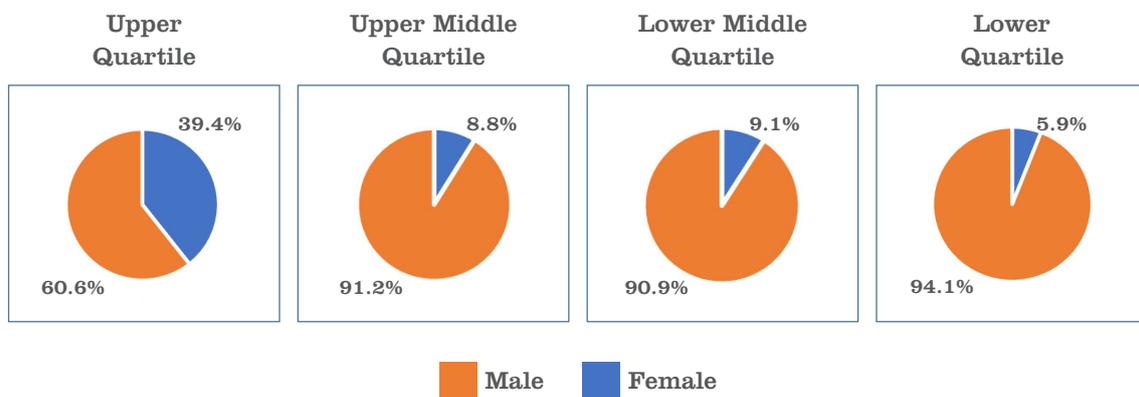
Management roles are split 52% women and 48% men. Remuneration for management roles is exactly equal. There is no gender pay gap within the management team.

However, when these figures are aggregated for both front line personnel and management personnel, using the required metrics, it results with an overall difference between pay for men and pay for women.

One person only (male) in the company is entitled to commission payments. Hence, the required metrics show a high discrepancy (100% - 0%).

Pay Quartiles

The charts below show the gender distribution at Lunchtime Company across 4 quartiles. 2 quartiles contain 34 employees and 2 contain 33.



Pay and Bonus Gap

The table below shows the mean and median average gender pay gap based on hourly rates of pay as at a snapshot date (5th April 2020). It also captures the mean and median difference between bonuses paid to Males and Females in the year ended 5th April 2020.

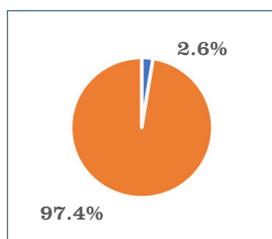
	The difference in the average hourly wage and bonus amount of all men and women across Lunchtime Co. (figures expressed as Male % greater than Female)	
Type of pay	Mean % (Average)	Median % (Middle)
Hourly fixed pay	28.2%	23.8%
Bonus Paid	100%	100%

Proportion of Employees receiving a Bonus

Charts below show the proportion of employees receiving a bonus.

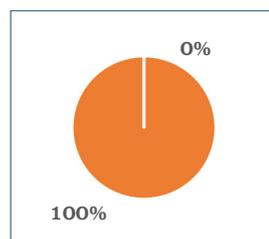
Male

Received a bonus	2.6%
No bonus	97.4%



Female

Received a bonus	0%
No bonus	100%



I confirm that the data in this report is accurate.
Justin Fairhall - Director

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