

LUNCHTIME CO[®]

Gender Pay Gap Report

**As at a snapshot date
5th April 2023**

UK employers with more than 500 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.

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

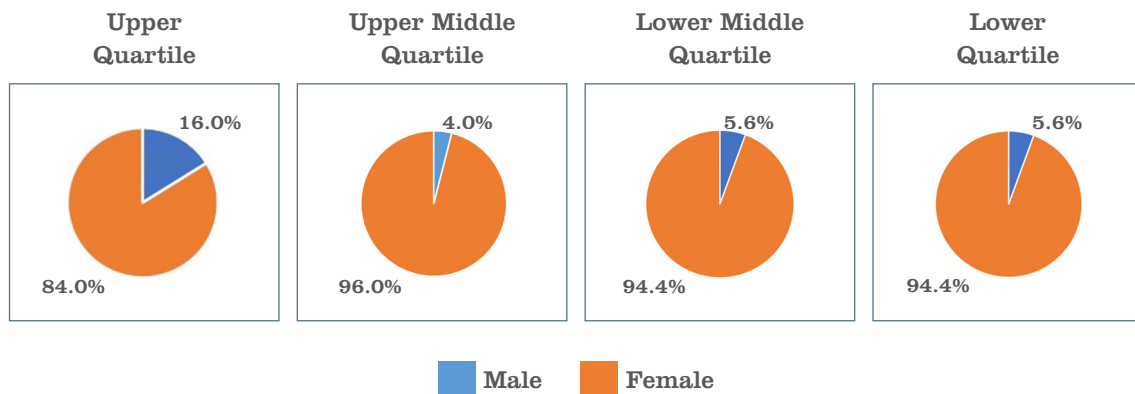
Management roles are split 56% women and 44% men. Remuneration for management roles is exactly equal. There is no gender pay gap within the management team.

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

Only one male and one female received a bonus payment during the 12 months ending on a snapshot date. Owing to the nature of individuals contractual terms and bonus conditions, the required metrics show a significant discrepancy between male and female bonus.

Pay Quartiles

The charts below show the gender distribution at Lunchtime Company across 4 quartiles. Upper Quartile contains 125 employees, Upper Middle Quartile contains 126 employees, Lower Middle Quartile 125 employees, Lower Quartile 126 employees.



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 2023). It also captures the mean and median difference between bonuses paid to Males and Females in the year ended 5th April 2023.

	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	21.40%	16.60%
Bonus Paid	95%	95%

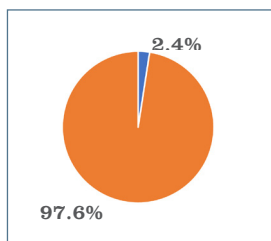
The 95% bonus pay gap between bonuses paid to Males and Females is related to the nature of the job role of individuals who received a bonus during 12 months ending on a snapshot date, opposed to the rest of our workforce not receiving a bonus as part of their T's & C's.

Proportion of Employees receiving a Bonus

Charts below show the proportion of employees receiving a bonus.

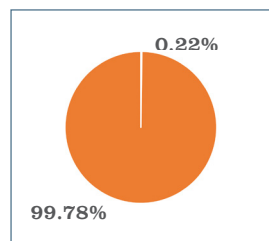
Male

Received a bonus 2.4%
No bonus 97.6%



Female

Received a bonus 0.22%
No bonus 99.78%



■ Bonus ■ No Bonus

I confirm that the data in this report is accurate.
Joel Thomson - Managing Director

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