

LUNCHTIME CO.<sup>®</sup>

# Gender Pay Gap Report

As at a snapshot date  
5th April 2024

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.

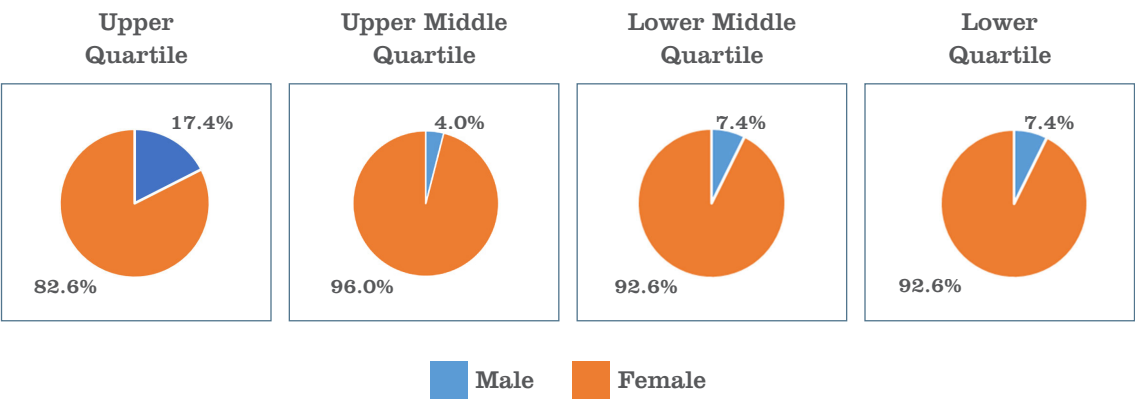
For clarity, Lunchtime Company employs 90% women and 10% men. In terms of operational roles, such as Catering Assistants, 92% belongs to women. There is no gender pay gap within the operational workforce. Management roles are split 54% women and 46% men. Remuneration for management roles is exactly equal. 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 two males 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 149 employees, Upper Middle Quartile contains 149 employees, Lower Middle Quartile 149 employees, Lower Quartile 149 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 2024). It also captures the mean and median difference between bonuses paid to Males and Females in the year ended 5th April 2024.

	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	17.80%	8.50%
Bonus Paid	100%	100%

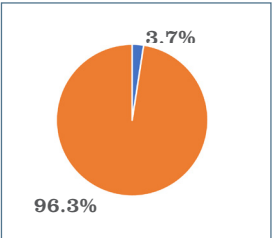
The 100% bonus pay gap between bonuses paid to Males and Females is related to the nature of the job role of individuals who received a bonus during 12 months ending on a snapshot date, opposed to the rest of our workforce not receiving a bonus as part of their T's & C's.

### Proportion of Employees receiving a Bonus

Charts below show the proportion of employees receiving a bonus.

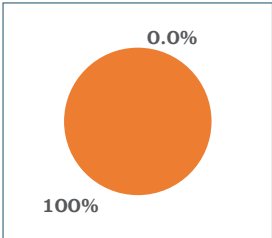
**Male**

Received a bonus      3.70%  
No bonus                96.30%



**Female**

Received a bonus      0.0%  
No bonus                100%



 Bonus       No Bonus

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



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