

Gender Pay Report 2018



One Year On...

I am pleased to be reporting for the second time on the Elior UK gender pay statistics.

In line with our obligations, the April 2018 statistics have been reported and published and I am pleased that the UK group has reduced its mean gender pay gap by 2.4% to 16.3%.

As we continue our journey, it is rewarding to see that our commitments are starting to have a positive impact. Our 2017 commitments which include equality, training, education and breaking down the stereotypes associated with roles in our industry, continue to be a focus for me, my Leadership Team and all our colleagues and will therefore remain in place so we can monitor and track our on-going progress.

One year on, the opportunities we had identified to reduce the gap have not significantly changed. We must encourage initiatives which ensure our female colleagues (69%) are evenly distributed and provided with every opportunity to progress into the top two quartiles.

We continue to aim for and work towards a working environment where the opportunities and potential for each colleague is not defined by gender, or any other factor.



I confirm that all data in this report is accurate and has been calculated in accordance with the regulations.



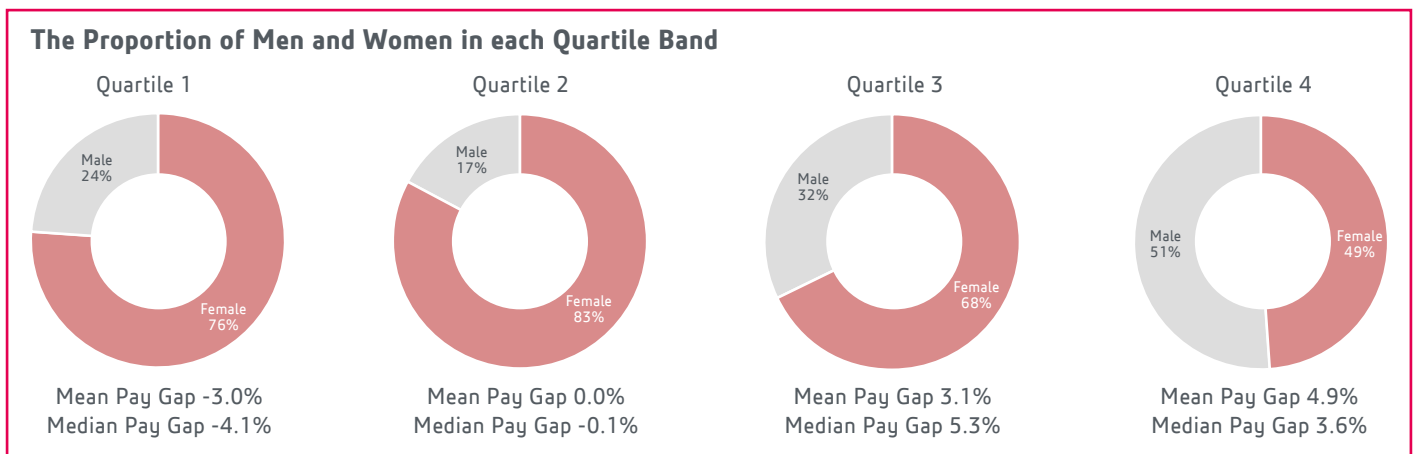
Catherine Roe
Elior UK
Chief Executive

Gender Pay Statistics for Elior UK, including our specialist brands

Our workforce as at 5th April 2018



Statistic	2017 results	2018 results	Change from 2017
Our Mean Gender Pay Gap	18.7%	16.3%	-2.4%
Our Median Gender Pay Gap	20.3%	17.5%	-2.8%
Our Mean Bonus Gender Pay Gap	15.2%	20.4%	-15.2%
Our Median Bonus Gender Pay Gap	57.9%	37.1%	-20.8%
The Proportion of Men receiving a bonus	12.9%	12.1%	+0.8%
The Proportion of Women receiving a bonus	5.8%	5.3%	+0.5%



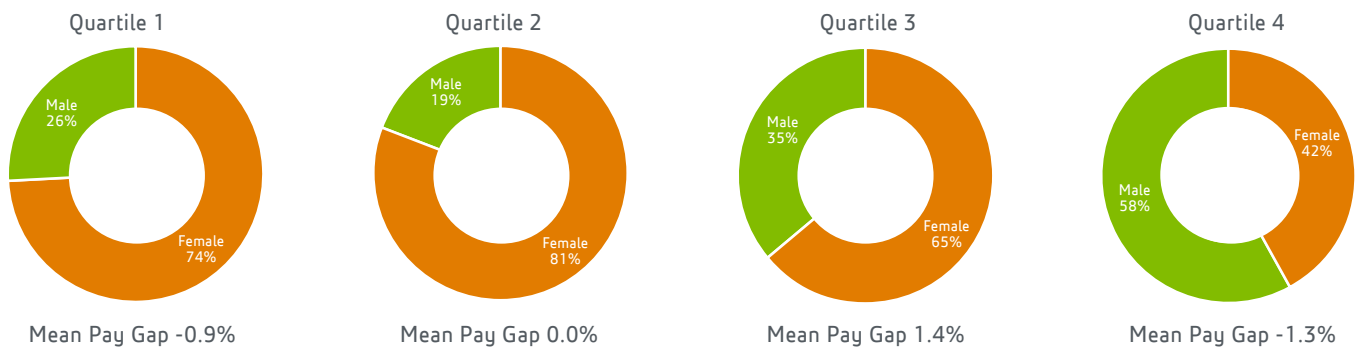
Results as Published



Caterplus Services Ltd - Specialising in providing catering facilities within a range of care environments. Caterplus has a predominantly female workforce. As at the 5th April 2018 the overall split was 65.5% female and 35.5% male.

Our Mean Gender Pay Gap	13.3%
Our Median Gender Pay Gap	17.5%
Our Mean Bonus Gender Pay Gap	-32.4%
Our Median Bonus Gender Pay Gap	-3.5%
The Proportion of Men receiving a bonus	4.9%
The Proportion of Women receiving a bonus	3.9%

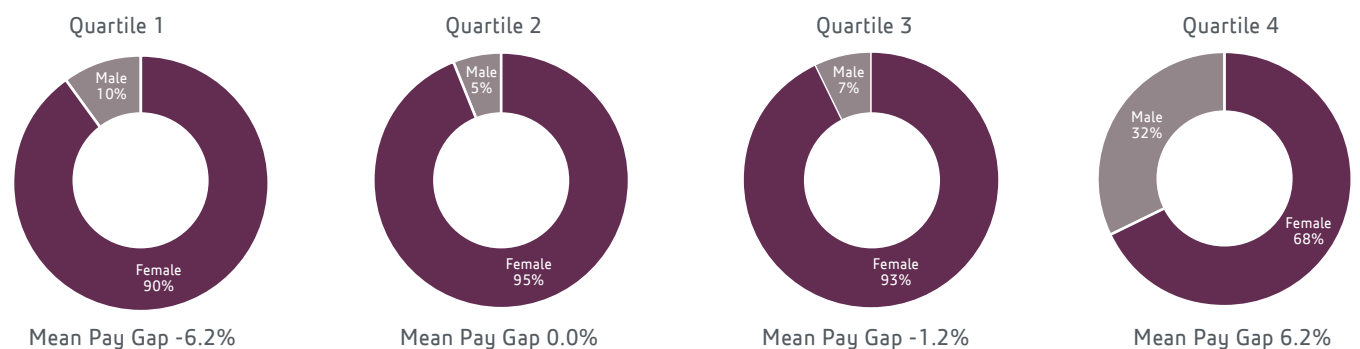
The Proportion of Men and Women in each Quartile Band



Edwards & Blake Ltd - With a strong presence in the Education sector, Edwards & Blake provide a large number of part time and term time roles. This is reflected in the way their workforce is composed with the data at April 5th 2018 showing 86.4% female colleagues.

Our Mean Gender Pay Gap	16.3%
Our Median Gender Pay Gap	18.4%
Our Mean Bonus Gender Pay Gap	71.9%
Our Median Bonus Gender Pay Gap	60.0%
The Proportion of Men receiving a bonus	18.7%
The Proportion of Women receiving a bonus	6.6%

The Proportion of Men and Women in each Quartile Band

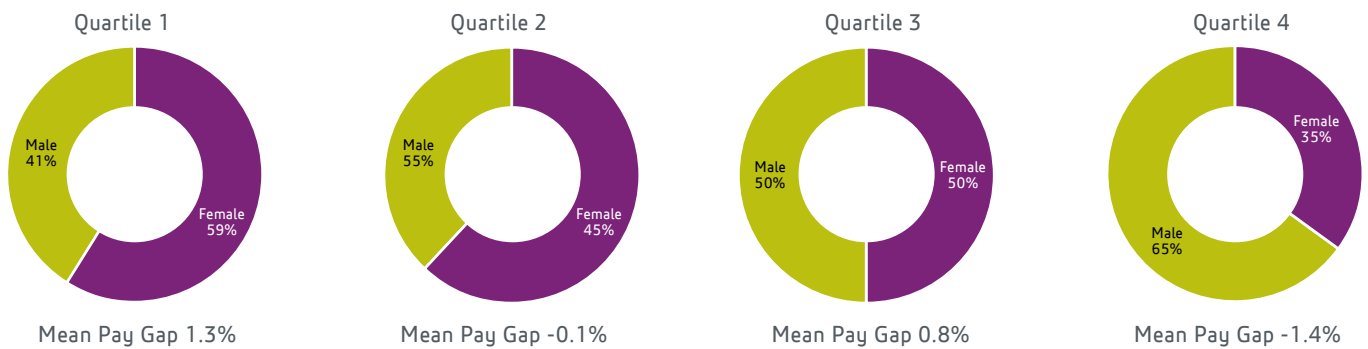


Lexington

Lexington Catering Ltd - Lexington specialises in providing catering and front of house services to clients within business & industry. Predominantly based in London and the South East, they have a team of over 1,200 colleagues. At the snapshot date, 52% were male and 48% female.

Our Mean Gender Pay Gap	9.9%
Our Median Gender Pay Gap	3.3%
Our Mean Bonus Gender Pay Gap	25.4%
Our Median Bonus Gender Pay Gap	-33.3%
The Proportion of Men receiving a bonus	26.3%
The Proportion of Women receiving a bonus	22.3%

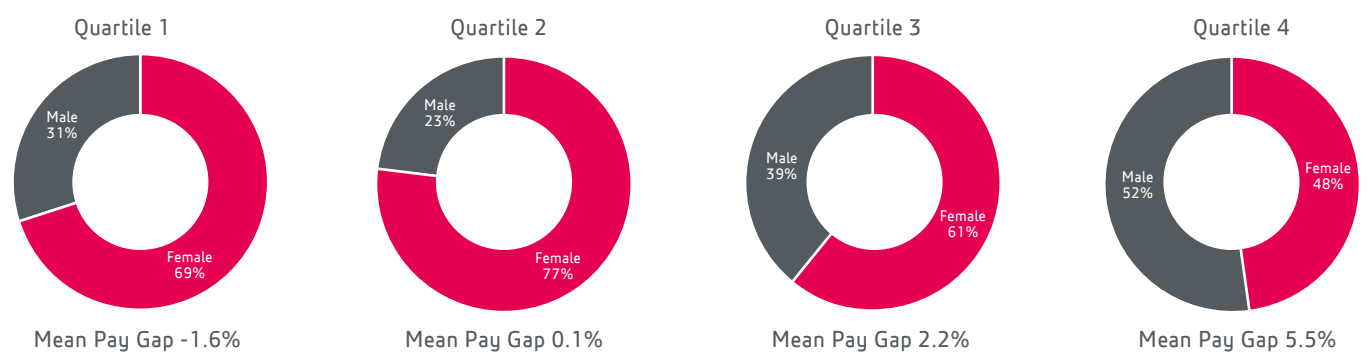
The Proportion of Men and Women in each Quartile Band



Elior UK Plc - Working nationally in a wide range of sectors. Elior UK employs over 10,000 colleagues, approximately two-thirds of which are female. The company has been listed in the Sunday Times 'Best Big Companies to Work For' on two occasions.

Our Mean Gender Pay Gap	13.6%
Our Median Gender Pay Gap	14.8%
Our Mean Bonus Gender Pay Gap	12.7%
Our Median Bonus Gender Pay Gap	46.1%
The Proportion of Men receiving a bonus	10.4%
The Proportion of Women receiving a bonus	5.2%

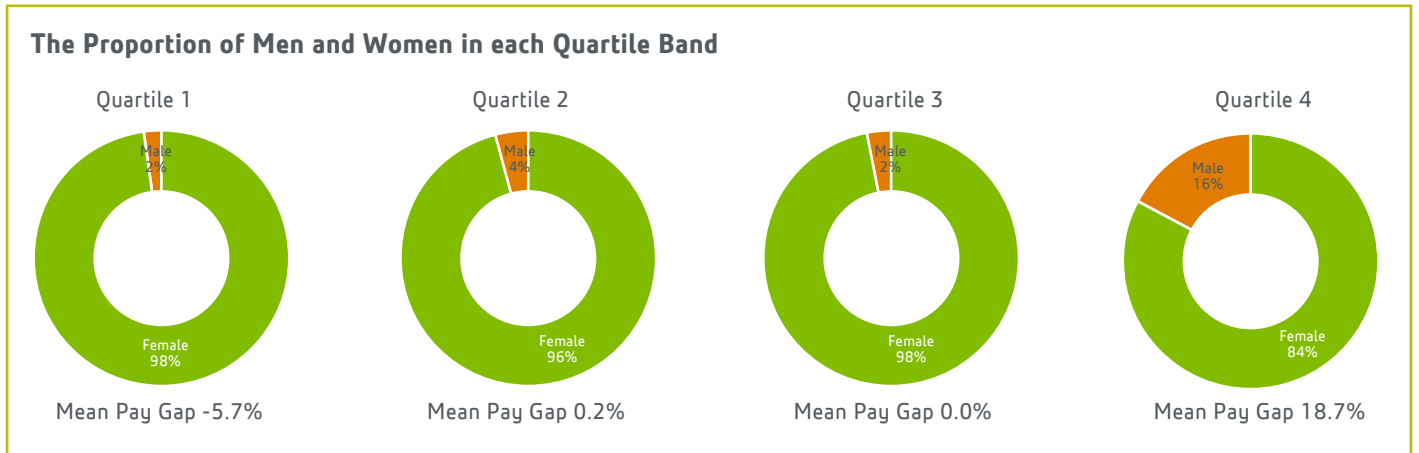
The Proportion of Men and Women in each Quartile Band





Taylor Shaw Ltd - Taylor Shaw operates nationally in the Education sector with key contracts in both Sheffield and Durham. There is a very large proportion of part-time and term-time roles available within the business and this has created a strong female presence of 84%.

Our Mean Gender Pay Gap	23.8%
Our Median Gender Pay Gap	17.5%
Our Mean Bonus Gender Pay Gap	17.5%
Our Median Bonus Gender Pay Gap	25%
The Proportion of Men receiving a bonus	2.3%
The Proportion of Women receiving a bonus	0.5%



Our People

Our commitment is to increase the number of women attending our Chef Academies, to breakdown the stereotypes associated with the role of a Chef.

We hear from Jessica-May Gardiner on her experiences of participating on this programme.

Jessica-May Gardiner – Chef School Academy Delegate

Jessica-May joined our Chef School Academy and graduated in July 2018. Jessica-May was one of 8 female delegates who embarked on a nine month programme to equip delegates with the skills needed to progress as Chefs within the Company.

Why did you apply to join the Chef School Academy?

“I applied to Chef School as I knew it would be a great way for me to gain confidence by meeting new people. I wanted to push myself to do something that I had never had the chance to do before. As a Chef De Partie, who had only been in the kitchen for 2 years, I wanted to widen my knowledge and skills. I have gained a lot of new skills from Chef School each month and use these frequently in the kitchen on site.”

What does The Chef School Academy involve?

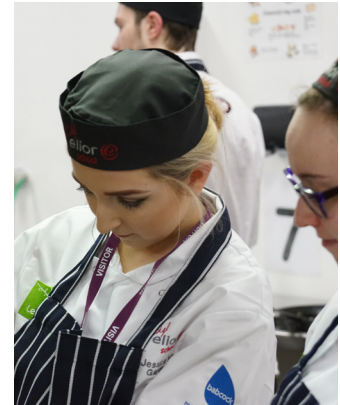
“Chef School involves going to 8 classes, one every month. You learn a new skill every time and each time it is something completely different, such as filleting fish one month and making pasta the next. In the afternoon we would do a theory session, which included learning about how to write a CV, doing mock interviews and looking at how to cost ingredients. There are also two trips that you go on, the farm and the fish market visit, both of which were a great insight into where it all starts.”

What have you personally gained by attending the programme?

“It was an amazing experience all round for me. Personally I have gained a lot of self confidence and in the way that I cook. By joining Chef School I have also been able to make myself known and build relationships with many people within the Company. This has enabled me to have the opportunity to do further courses and to help out at big catering events.”

What do you hope to do next with your newly acquired skills?

“I hope to take all the skills and knowledge I have gained and apply them in the kitchen at work. Then I would like to keep progressing within the Company.”



Our Ongoing Commitments

1. **Continue to reinforce our internal initiative, Celebrate Equality, which promotes awareness of equality, diversity and inclusion within our workplace and recruitment practices.**

We promote a culture of equality and inclusion within our business and we will continue to do this in all areas. Since our previous report in excess of 2,750 colleagues have completed our Celebrate Equality programme.

2. **Commitment to increase the percentage of female delegates attending our learning and development programmes.**

In our most recent reporting cycle, 72% of colleagues attending our training courses were female. This exceeds our goal of 69%.

3. **We have made the commitment to increase the number of women attending our Chef Academies, to help breakdown some of the stereotypes associated with the role of a Chef.**

In 2017 40% of Chef Academy delegates were female. This increased to 46.5% in 2018.

4. **Explore the causes of the Gender Pay Gap by engaging with colleague representatives to identify future focus areas for career progression.**

Over the next twelve months we will be launching a colleague consultation forum. The Group's gender pay report and barriers to progression will be discussed further.

5. **Ensure that our Gender Pay Gap and our commitments are shared across the business at all levels to create awareness, challenge attitudes and drive change.**

As well as communicating our report and commitments on the Company extranet our HR teams have been busy sharing and discussing our results with operational teams.

About Elior Group

Founded in 1991, Elior Group has grown into one of the world's leading operators in the catering and support services industry, and has become a benchmark player in the business & industry, education, healthcare and travel markets. Now operating in 15 countries, the Group generated €6,694 million in revenue through 25,600 restaurants and points of sale in FY 2017-2018. Our 132,000 employees serve 6 million people on a daily basis, taking genuine care of each and every one by providing personalized catering and service solutions to ensure an innovative customer experience.

We place particular importance on corporate social responsibility and have been a member of the United Nations Global Compact since 2004, reaching the GC Advanced Level in 2015. The professional excellence of our teams, as well as their unwavering commitment to quality and innovation and to providing best in-class service is embodied in our corporate motto: "Time savored".

For further information please visit our website (<https://www.eliorgroup.com>) or follow us on Twitter (@Elior_Group)

About Elior UK

Elior operates high profile catering contracts across the B&I, health & care home, defence, education, stadia and heritage sectors. It provides customers with a bespoke offer that focuses on great food, drink and customer service and couples it with the benefits that a large company brings. Elior UK is part of Elior Group which operates worldwide with annual revenues of €6,694 million.

For further information: <http://www.elior.co.uk>

Elior UK on Twitter: @EliorUK

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