

Churchill Contract Catering Ltd

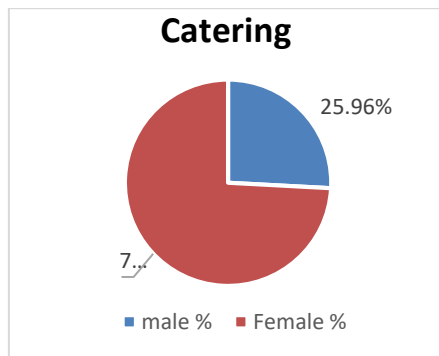
The following employing business entities employ less than 250 employees at the snap shot date however, due to continued growth both the following will be in-scope for the next reporting snap shot date.

- ↘ Churchill Security Solutions
- ↘ Churchill Contract Catering

We have however, chosen to voluntarily report our catering division 2017 results

The size of the company is slightly less than 250 employees, the population gender proportion is shown in the following table

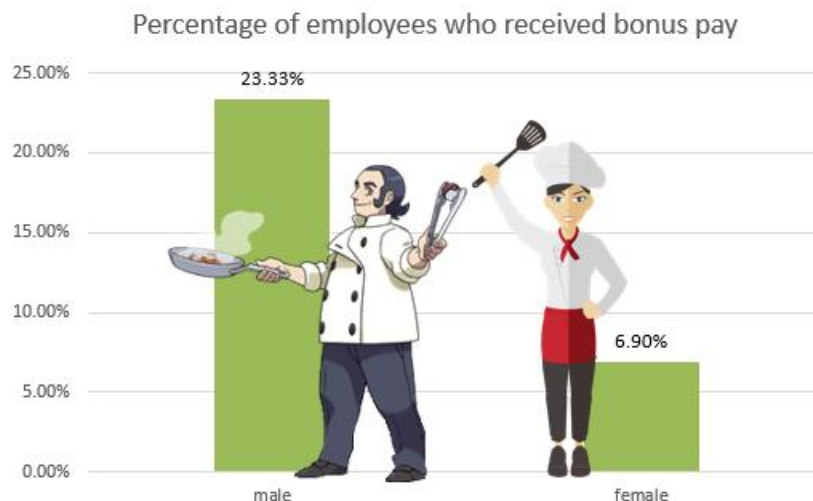
	Male	Female
Population of gender as a %	25.96%	74.47%



The table below shows the mean and median gender pay and bonus pay gaps shown as a percentage

Difference Between Men and Women		
	Mean	Median
Hourly rate of pay	20.54%	30.46%
Bonus pay	4.11%	14.77%

The graph below shows the proportion of employees awarded a bonus for 2017

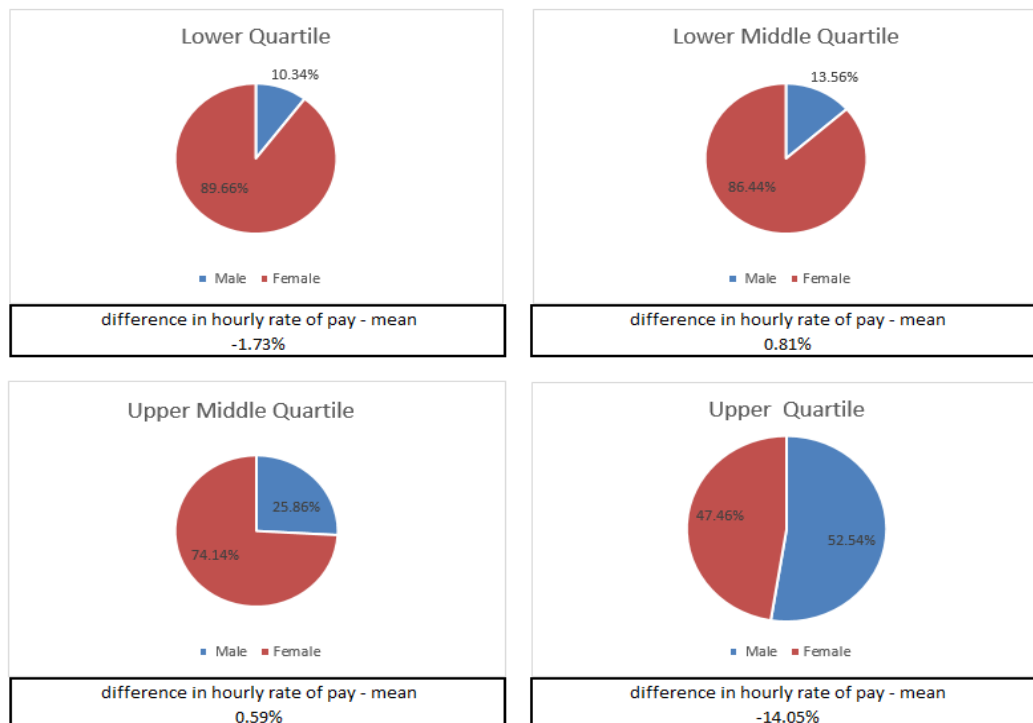


Quartiles

Our catering division is more polarised with the lowest quartile having the lowest % of males whilst the upper quartile shows a marginally higher number of males than females.

This is primarily due to the industries we operate within and the majority of our catering contracts being in the education sector. As a result, flexible term time working attracts the female worker. A higher number of managerial and fulltime 52-week roles are held by males. This is also evidenced by the % of bonus pay awarded to the male/female workers. Where bonuses are paid however, the bonus awards are consistently applied with a less than 5% gap.

To address the imbalance, we recognise an opportunity to promote flexible working practices, to aid career progression for females into managerial roles.



I can confirm the data reported is accurate.



Joel Briggs
Group Managing Director