



GENDER PAY GAP

GATHER + GATHER | 2025



FOREWORD

At Gather + Gather Ireland, promoting and supporting a diverse and inclusive workforce is integral to the success of our business. We recognise the importance of enabling our people to achieve and exceed their potential and the impact this can have on our performance as a group. The gender pay gap is one of the reports that we use to measure inclusion at Gather + Gather. We are proud that almost half of our workforce are female.

The pay gap within Gather + Gather Ireland exists primarily because significantly more females than males are represented in the lower quartiles, as our industry offers greater flexibility and opportunities for part-time roles. Generally, these positions, tend to be more attractive to females with family commitments.

We recognise that as a business we have a responsibility to broaden our efforts to neutralise the gender pay gap that currently exists within Gather + Gather Ireland. There is no instant solution and realising our goals will take time, but we are committed to continuing to enhance our fair and inclusive workplace that supports both progression and lifestyle/ family commitments for all.

MANGING DIRECTOR

I can confirm that the gender pay gap data contained in this report is accurate.

LEGISLATIVE REQUIREMENTS EXPLAINED

Gender pay gap legislation requires employers with a headcount of 250 or more to calculate and publish their gender pay gap data on an annual basis.

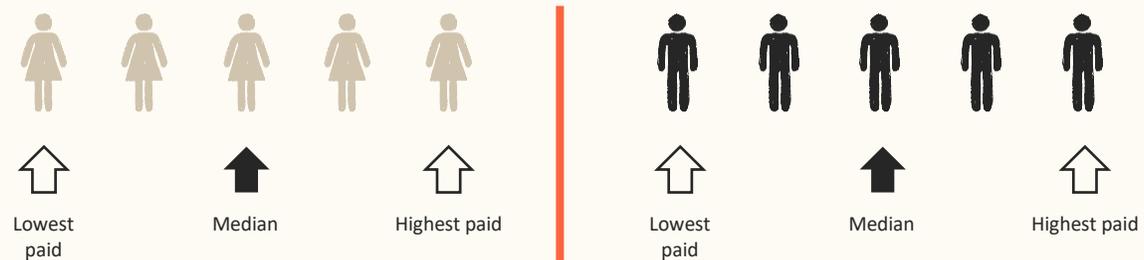
The calculations are based on data at 24th June each year, which is called the snapshot date.

WHAT IS THE DIFFERENCE BETWEEN MEAN AND MEDIAN?

The “mean” average for the gender pay gap is determined by adding up the hourly pay/bonus pay and then dividing the result by the number of employees. For example:



The “median” average for the gender pay gap is determined by sorting all of the hourly pay/bonus pay from smallest to largest and then selecting the employee in the middle of the range. For example:



OUR ORGANISATION AT A GLANCE

Gather + Gather Ireland Limited had 611 “relevant” employees on the 24th June 2025 (the snapshot date). The term “relevant” excludes those who were on leave and those who were receiving less than full pay on the snapshot date (e.g. holiday, family friendly leave, sickness leave etc.)

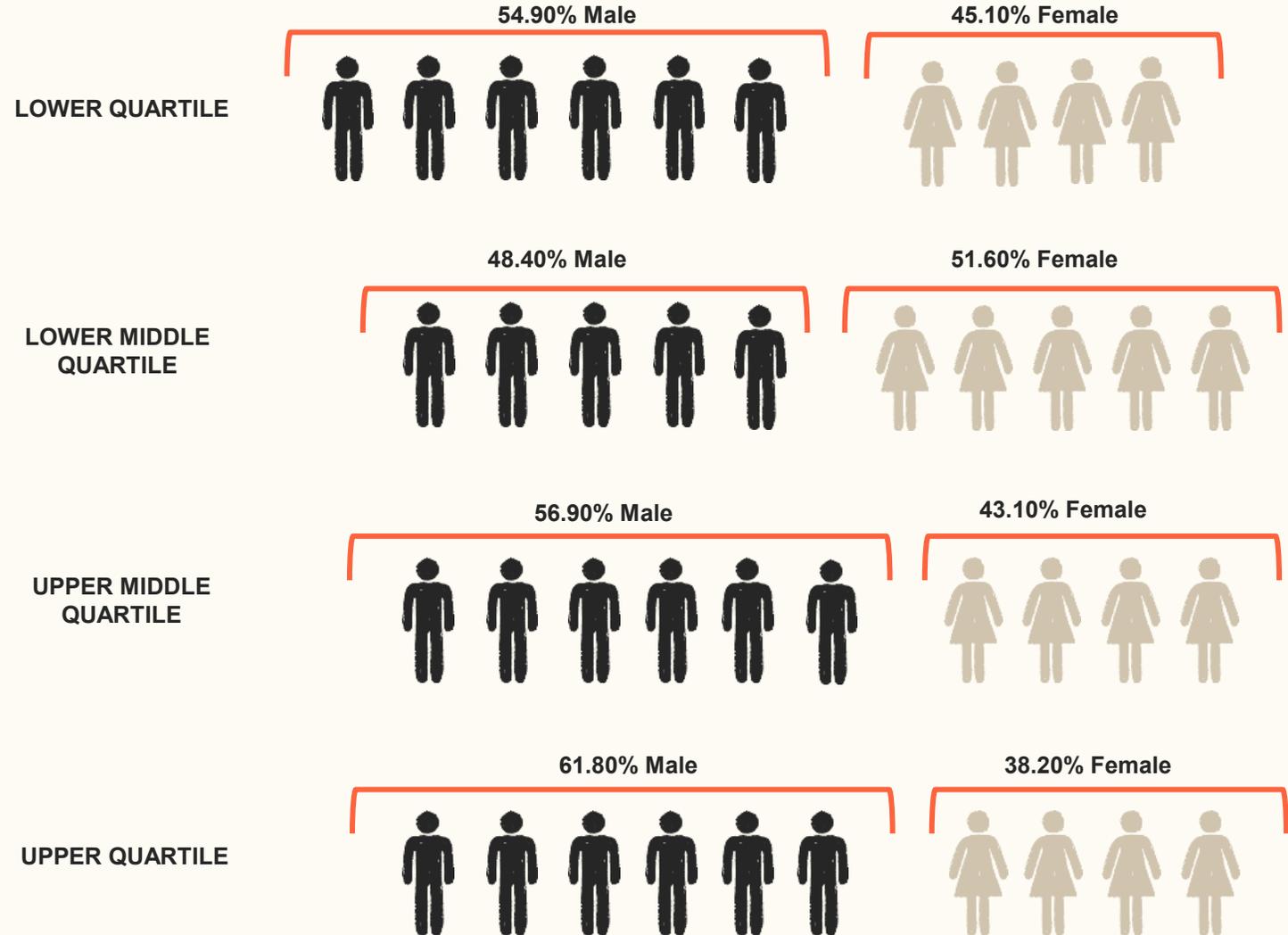
55.5% Male



44.5% Female

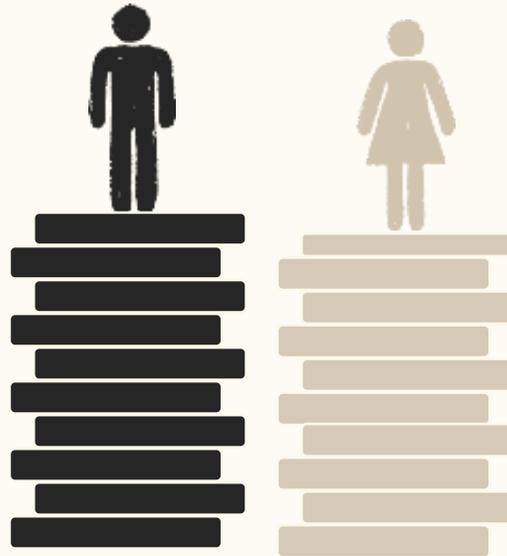


PERCENTAGE OF MALE AND FEMALE IN EACH PAY QUARTER



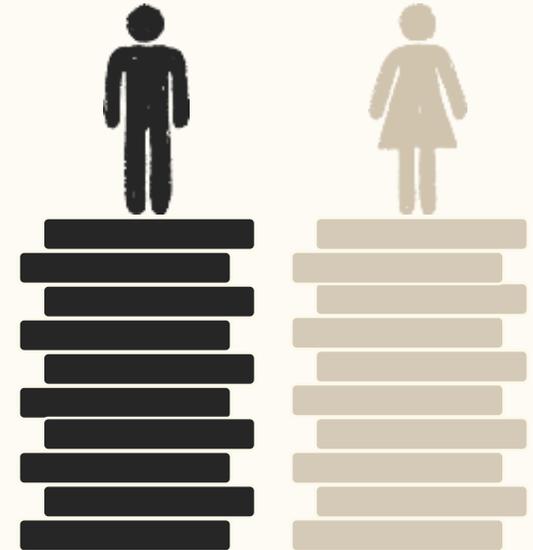
GENDER PAY GAP

MEAN GENDER PAY GAP USING HOURLY PAY



Males earn **6.45%** more than females across the company

MEDIAN GENDER PAY GAP USING HOURLY PAY



Males earn **3.35%** more than females across the company

PERCENTAGE RECEIVING BONUS PAY

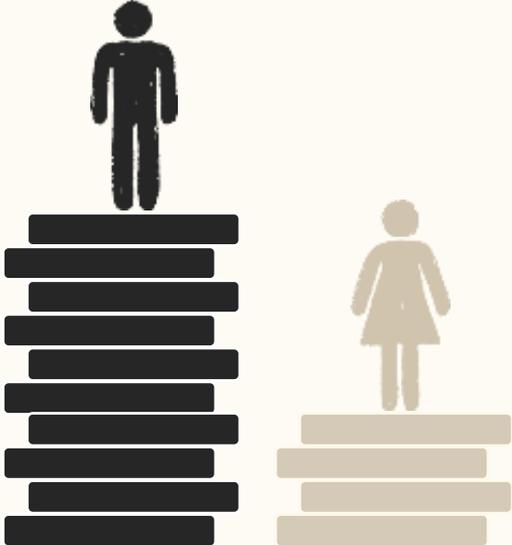
4.0% of males



9% of females

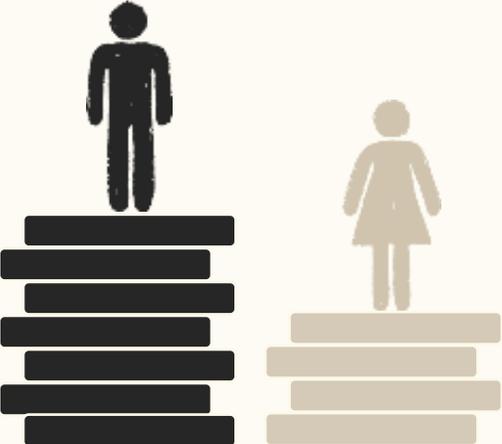


MEAN GENDER PAY GAP USING BONUS PAY



Males earn **66%** more than females across the company

MEDIAN GENDER PAY GAP USING BONUS PAY



Males earn **34.20%** more than females across the company

**PERCENTAGE
RECEIVING BENEFITS
IN KIND (BIK)**

PROPORTION OF MALE AND FEMALE WHO WERE PAID BENEFITS IN KIND (BIK)

0% of males



0% of females



GENDER PAY GAP ANALYSIS



Almost half of our workforce comprises female employees; however, the gender pay gap continues to exist primarily due to a slightly lower representation of females in senior leadership roles. Encouragingly, this year we have seen an increase of almost 8% in the proportion of females employed in the lower middle quartile compared to last year, demonstrating progress in this area. In addition, our median gender pay gap, based on hourly pay, reflects continued progress towards achieving greater gender balance across our organisation.

Historically, the catering and hospitality sector has seen higher representation of men in chef positions, particularly in senior and executive roles that typically command higher salaries, contributing to the overall pay gap. While this remains a challenge across the industry, we are encouraged to have seen an increase this year in the number of women appointed to Head Chef roles compared to last year.

Following Gather + Gather's acquisition by Compass Group UK & Ireland, we continue to uphold our enhanced family-friendly benefits for all team members, supporting wellbeing, promoting work-life balance, and ensuring equal opportunities across the organisation. In addition, we have strengthened our commitment to professional growth through Compass Group UK & Ireland's new Career Pathway initiative, alongside two leadership programmes: *Ignite*, designed to develop high-impact, inclusive leaders, and *Thrive*, which supports and accelerates the development of women leaders across the business.

This year's bonus pay data reflects that no company-wide performance bonus was issued. However, a limited number of client-awarded discretionary bonuses were granted to senior managers under specific contractual arrangements, which have influenced this year's reported figures. While performance-based bonuses or benefits in kind (BIK) were not issued, the company focused on implementing recognition programmes that support management-to-peer and peer-to-peer recognition, reinforcing our ongoing commitment to celebrate the day-to-day achievements and successes of all team members.

While our gender pay figures remain broadly aligned with industry trends, we are dedicated to ongoing improvement. We remain committed to furthering an inclusive culture that promotes equal opportunities, professional development, and gender equality at every level of the organisation. Progress will be closely monitored, and we will continue to implement initiatives that ensure all team members, across all roles and levels, have the opportunity to succeed and advance in their careers refining our strategies to ensure gender equality within our company.

COMMITMENT TO AN INCLUSIVE WORKPLACE

Gather + Gather Ireland is committed to developing a truly inclusive working environment and we need to continue working hard to reduce our gender pay gap. We will only be able to address the gender pay gap by removing the root causes and we will use this data to underpin the actions that we take as a business. Below are some of the initiatives we will continue to focus on going forward.



RECRUITMENT

Revamped the design of our adverts to attract the best talent and use inclusive wording



FAMILY FRIENDLY

Reviewed our benefits to offer greater support for our people and their families



RECOGNITION

Reinforcing our commitment to rewarding, promoting a culture of appreciation, and supporting employee engagement and development



EMPLOYEE ENGAGEMENT

Launched our employee engagement survey to better understand how our people feel about their pay, benefits and the culture at Gather + Gather Ireland

GATHER + GATHER