



Nourish Contract Catering Ltd Gender Pay Gap Report – 2026

Introduction

At Nourish Contract Catering Ltd we are committed to fostering an inclusive and equitable workplace where everyone, regardless of gender, has equal opportunities to thrive and succeed. As part of our ongoing efforts to promote gender equality, we have conducted our annual gender pay gap analysis in line with the UK government's reporting requirements.

This report outlines the gender pay gap figures for the year up to 30th June 2026 and explores the factors contributing to the gap and sets out our actions to reduce any discrepancies.

What is the Gender Pay Gap?

The gender pay gap is the difference in the average hourly wage of men and women across the entire organisation, expressed as a percentage of men's earnings. It is important to note that this is distinct from equal pay, which refers to paying men and women equally for performing the same or similar work. Nourish is confident that we pay men and women doing the same roles equally.

Our Gender Pay Gap Results

The figures reported below are based on hourly rates of pay as of the snapshot date and bonuses paid in the 12 months prior to that date. The gender pay gap is expressed as both a mean (average) and a median (middle point) percentage difference.

1. Hourly Pay Gap

- **Mean gender pay gap:** 0.61%
- **Median gender pay gap:** 4.41%

2. Bonus Pay Gap

- **Mean bonus pay gap:** -42.22%
- **Median bonus pay gap:** -11.11%

3. Proportion of Employees Receiving a Bonus

- **Percentage of men receiving a bonus:** 6.25%
- **Percentage of women receiving a bonus:** 0.91%

4. Pay Quartiles

The proportion of men and women in each pay quartile is as follows:

- **Upper Quartile:** 11.3% men, 88.7% women
- **Upper Middle Quartile:** 2.1% men, 97.9% women
- **Lower Middle Quartile:** 1.8% men, 98.2% women
- **Lower Quartile:** 8.1% men, 91.9% women



Understanding the Gender Pay Gap at Nourish Contract Catering Ltd

Our gender pay gap reflects the distribution of men and women across different roles and levels within our organisation, rather than unequal pay for the same roles. Several factors contribute to our gender pay gap:

1. **Representation in Senior Roles:** A higher proportion of men occupy senior, higher-paying positions, while women are more represented in lower-paying roles. The School and Education catering industry offers a significant number of part time and term time roles which historically have appealed to and been filled by women, which again is typical for our industry.
2. **Part-time and Flexible Work:** A significant number of women in our organisation work part-time or in flexible roles, which may be associated with lower hourly rates.

Closing the Gender Pay Gap: Our Action Plan

While our gender pay gap is largely driven by structural factors, we are committed to addressing these issues through a series of targeted actions:

1. Recruitment and Promotion

- We are committed to ensuring gender balance in our recruitment process by encouraging more women to apply for roles at all levels, especially in senior management and technical positions. The vast proportion of our Senior Operations team are women.
- We ensure our promotion criteria and processes ensure that women have equal opportunities to progress within the organisation.

2. Flexible Working and Support

- We will continue to support flexible working arrangements, where appropriate, that can benefit all employees, while ensuring that those who work part-time or flexibly have equal access to development and promotion opportunities.
- We will enhance our parental leave policies to support both men and women in balancing their careers and family responsibilities.

3. Leadership Development

- We will continue to look increase the representation of women in senior leadership positions through targeted development.

4. Pay and Reward Structures

- We will conduct regular pay audits to ensure there is no gender bias in our pay and bonus structures.

5. Monitoring and Accountability

- We will monitor the impact of our actions on reducing the gender pay gap and report on our progress annually.

Conclusion

Nourish Contract Catering Ltd is dedicated to reducing the gender pay gap and creating an inclusive environment where all employees can succeed, regardless of gender. While our gender pay gap figures reflect broader trends across our industry and society, we are actively working to address the root causes and create a more balanced workforce.

We are confident that the actions outlined in this report will help us make meaningful progress in closing the gap and ensuring a fair and equitable workplace for all.



Mark Hammond
Managing Director
20/07/2026