

GENDER PAY GAP REPORT

2026



culinera



Report Overview

This report sets out Culinera's gender pay gap figures, as required by UK legislation. While the statutory framework offers only a snapshot of pay patterns at a single point in time, we believe it is important to report transparently and to explain the structural factors influencing our results.

Our data includes the proportion of men and women in each pay quartile, alongside the mean and median differences in hourly pay. It also outlines the percentage of employees receiving a bonus and the associated gender bonus gap.

We are committed to fostering a fair, inclusive and supportive workplace. We recognise that progress depends on both internal action and wider societal change. As an employer, we will continue to focus on improving career pathways, supporting parents and carers, and ensuring that opportunities for development and progression are accessible to everyone.

The insights from this year's report will guide our ongoing work and help us target the areas where we can make the most meaningful impact.

Pay At A Glance

Our gender pay gap is primarily driven by the structure of our workforce. Women make up the majority of employees in lower-paid roles and are under-represented in the highest-paid quartile. Conversely, men are more likely to hold senior or specialist positions. This distribution leads to higher average hourly and bonus pay for men, despite equal bonus eligibility and identical median bonus values across genders.

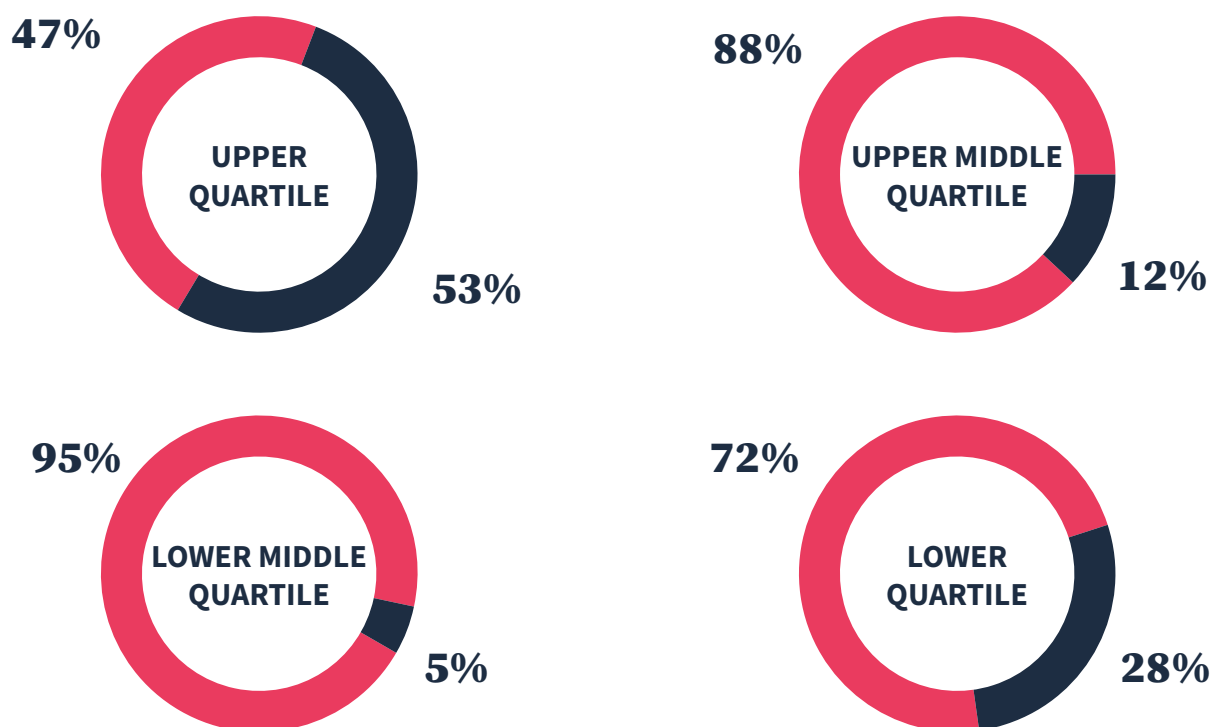
Like many organisations within the contract catering industry, we employ a large proportion of part-time and term-time workers, particularly in frontline and junior roles. These positions continue to be predominantly filled by women, which results in higher female representation in the lower pay quartiles.

We strongly support equal opportunities for all employees and remain committed to taking steps that encourage balanced representation across all levels of the business.

WHO WORKS FOR CULINERA



PERCENTAGE OF MEN AND WOMEN IN EACH PAY QUARTER



Understanding Bonus Differences

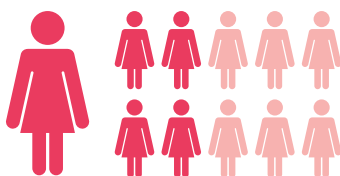
A higher proportion of women receive bonuses; however, the average bonus awarded to men is significantly higher. This is because some male-dominated roles attract performance-based bonuses, while the majority of staff across the lower three quartiles receive flat-rate bonuses for specific tasks.

The median bonus gap of 0% reflects that lower-level bonuses are identical across genders, while higher-level performance bonuses skew the mean.

Overall, the gender pay gap within Culinera reflects representation rather than unequal pay for equal work. Women are disproportionately based in lower-paid roles, while men are more present in higher-paid roles. The bonus gap similarly reflects seniority rather than inconsistency in bonus schemes.

% RECEIVING
BONUS PAY

40%



30%



GENDER PAY GAP

48%

MEAN

51%

MEDIAN

GENDER BONUS GAP

66%

MEAN

0%

MEDIAN

Leadership Statement

At Culinera, we believe that fairness, inclusion, and opportunity are the foundations of a thriving organisation. Our Gender Pay Gap report is an important part of holding ourselves accountable and understanding where we need to continue to focus our efforts. While the figures reflect the structure of our workforce and the nature of our industry, they also highlight the areas in which we must drive meaningful and sustained change.

We are proud of the progress we have made, particularly in strengthening career pathways, supporting working parents, and expanding development opportunities. However, we also recognise that there is more to do and we are taking proactive steps to ensure that every colleague - regardless of gender - has the opportunity to grow and succeed.

Our focus in the year ahead will be on building greater balance across all levels of the organisation, improving access to progression, and continuing to foster a workplace where everyone feels valued and supported. We will draw on the insights from this year's data to guide our decisions and shape our long-term approach.

We confirm that the information and data in this report are accurate and reflect our workforce as of the snapshot date.

Signed,

Emma Wood
Director

