



Charlie Bigham's

Gender Pay Gap

2024-2025

Gender Pay Gap

Organisations with over 250 people in the UK have a legal requirement to report the average difference in earnings between men and women for the payroll period including 5th April 2025

Men and women across all levels are included in the calculation and it is not a reflection of a gap in people doing the same role

We are required to report on 6 metrics and aim to improve year on year:

<u>Hourly pay</u>			<u>Bonus pay (12 months)</u>		
Mean Gap	Median Gap	Pay Quartiles	Proportion receiving a bonus	Mean Gap	Median Gap

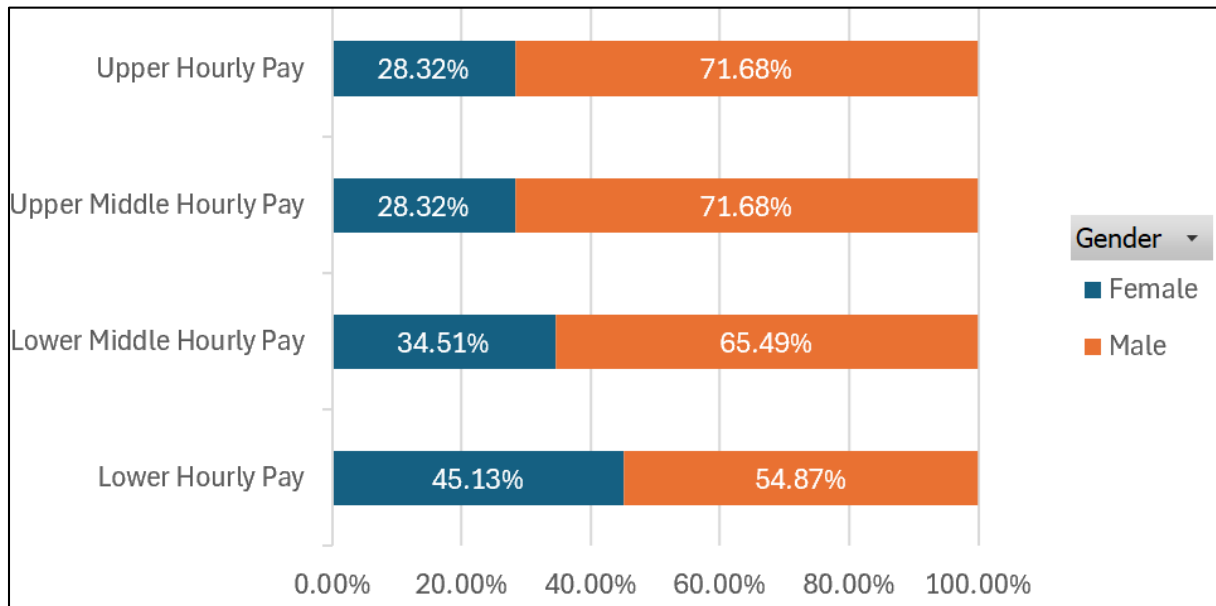


Summary

- Having undertaken a review with an external provider, we have focused our D&I agenda on supporting our women. This process surveyed and interviewed women across our business on barriers to progress.
 - We have updated our recruitment processes to ensure that we are advertising roles in a wide range of places that demonstrates our positive environment for women.
 - We have also focused on ensuring all lifting and physical activities can be reduced so that physical restrictions are not an underlying concern for women. We still have some challenges to work through but we are seeing more women moving into teams where we have struggled to recruit women previously.
 - We were delighted to be externally recognised by Great Places to Work for being a Top 100 employer (large category) for Women on the 2025 list. Our Great Place to Work scores overall showed very positive scores, with men and women scoring the same on the Great Place to Work model.
- We still have more to do and although we have seen positive indicators, we continue to focus on actions to improve diversity and inclusion at Bigham's.



Results overview – hourly pay



This graph shows the breakdown of males and females in each pay level, split into four quarters.

Overall, we can see the population is majority men, which is most even at the entry level of the business. The proportion of men is higher in the top 2 quartiles.

Although we are not hitting parity across the business in our population, we are really pleased to see entry level roles is still strong.



Results overview – hourly pay

Mean pay gap
11.2% from 14.4%

Mean pay gap is our average pay. We have seen a decrease in the overall mean pay gap this year, which is our key metric success.

Median pay gap
6.5% from 4.6%

The median pay gap shows all people ordered by their pay (highest to lowest) and the pay received by the person in the middle of each group is the median. Our median pay gap remains low although has increased from last year.



Results overview - bonus

90.9% of women
received a bonus last
year

91.2% of men
received a bonus last
year

All our colleagues across both our Kitchen and our Support teams are eligible for bonus, once they have passed probation and not on a live warning.

Leavers and new starters who had not passed probation did not receive a bonus.

Overall, a very similar proportion of men and women received a bonus.



Results overview - bonus

Mean bonus gap
32.5% from 26.5%

The mean bonus gap has increased, which is a reflection of a higher bonus payout in our support team, which are proportionately in the top 2 quartiles, meaning the average gap has increased.

Median bonus gap
0% from 12.5%

Our median bonus gap reduced to nil. As our kitchen colleagues all have the same bonus, which falls at the median for both men and women.



Action

As part of our commitments to being an inclusive employer, we continue to look for ways to improve:

Women's focused agenda

1. Pay benchmarked for all roles, so pay benchmarked to role to ensure fair pay across our business
2. Lean in groups created
3. Pathways for future female leaders
4. International Women's day celebrations as part of our overall diversity and inclusion work
5. Respect and Tolerance training and communication as part of our overall diversity and inclusion work
6. Data review of career pathways in kitchens to identify blocker
7. Menopause action plan to be created, to ensure Women are supported during this time

