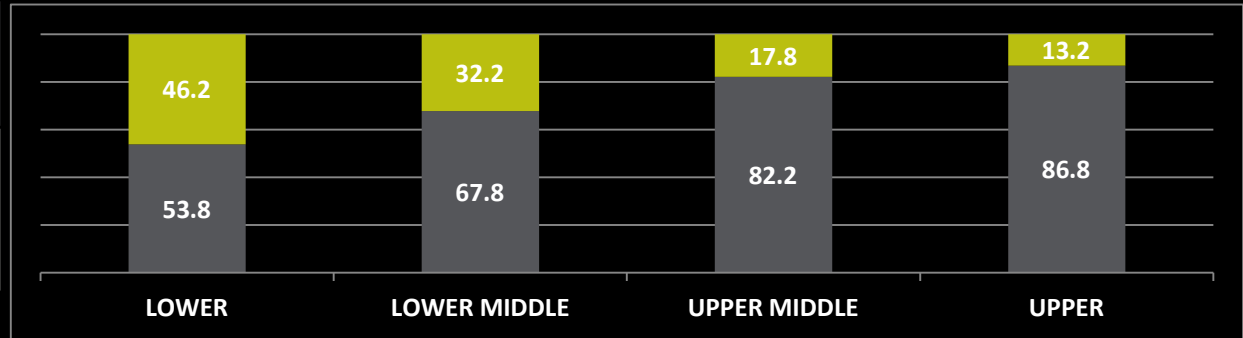


ENTIER LTD GENDER PAY GAP REPORT 2020

Hourly Gender Pay Difference – Mean	Hourly Gender Pay Difference – Median
20.5%	15.6%



Entier are proud to have continued our recognition as an **Employer of Choice** during 2020 when we were reassessed as **Investors in People (IiP) Platinum** accreditation and **Investors in Young People (IiYP) Gold accreditation**. We were also awarded the **Bespoke Catering & Hospitality Company 2020** at the Scottish Enterprise Awards.

The requirement to report Gender Pay Gap data was suspended last year due to the Covid-19 pandemic. However, the 2020 results show a **reduction in our gender pay gap** data compared against the last report of 2018 (snapshot date 5 April 2018).

It is important to note that the 'snapshot' date that the data was taken from, as required by the UK Government, was 5 April 2020. This resulted in a significant number of employees being excluded from this calculation due to being 'Furloughed' where they were receiving payment through the Job Retention Scheme. With that in mind, we are aware that our RSG sites continued to operate while the majority of Fresh and Wilde Thyme operations were unable to. It is a fact that we have more men than woman working across our RSG sites and that this is a key factor in our gender pay gap calculation.

In February 2020, we were also awarded a contract with seven additional offshore units. This increased our headcount significantly through TUPE, where the transferring employees were pronominally male and all except one of the females that joined the company were Stewards.

Although we are pleased to report that our gender pay gap has improved, we are mindful that the data for 2020 may not necessarily reflect a true representation of the gender pay gap due to factors which were out with our control.

We remain committed to progressing towards closing this gap. Our focus at all stages of employment, from selection through to development and promotion, is to ensure that **opportunities are based on ability and not gender**.

BONUS PAY GAP

Mean 35.1%
Median 18.8%

16.4% of MEN received a bonus

10.9% of WOMEN received a bonus

