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Gender Pay Gap Report

2025



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Searcys Gender Pay Gap

WHAT IS THE GENDER PAY GAP
REPORT?

SEARCYS GENDER PAY RESULTS

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COMMITMENTS



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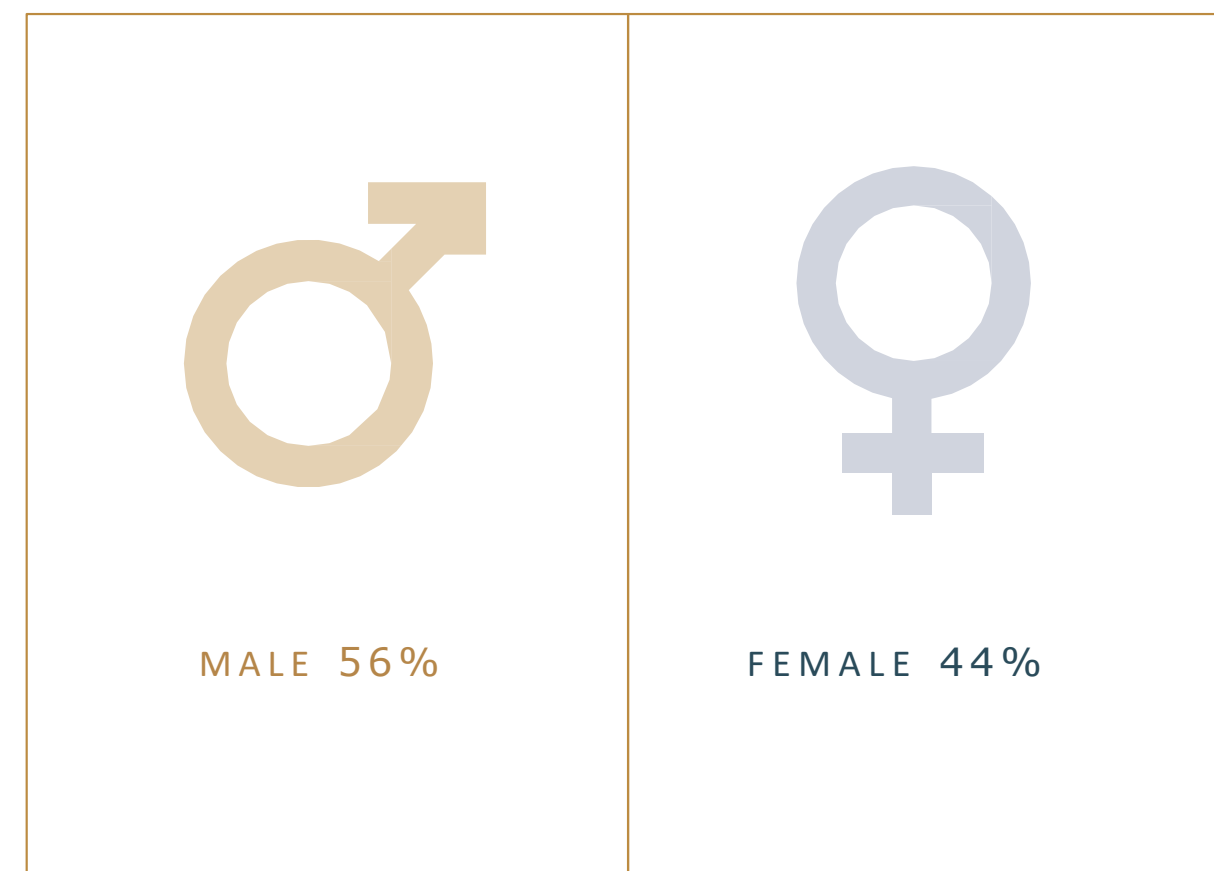
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WHAT IS GENDER PAY GAP REPORT ?

The Gender Pay Gap report evaluates the disparity between the average hourly earnings of men and women (excluding overtime), expressed as a percentage of men's average hourly pay.

The analysis of mean and median pay, alongside quartile pay distributions, is based on data collected in April 2025. This encompasses both regular salary and bonus payments.

As of April 2025, our workforce comprised 45% women and 55% men, totalling 1,158 employees across 31 locations.



Reporting Requirements

Under UK gender pay gap legislation, employers with 250 or more employees must calculate and publish gender pay gap data annually. The data must be based on figures collected as of 5 April each year.

The required reporting must include the following:

- ◇ The mean and median gender pay gap, calculated from hourly pay data as of 5 April 2024
- ◇ The mean and median bonus gender pay gap, based on bonus payments received over the 12 months leading up to 5 April 2025
- ◇ The proportion of men and women receiving a bonus payment
- ◇ The proportion of men and women in each quartile pay band, dividing the workforce into four equal groups by pay level
- ◇ The gender pay gap is presented as a percentage of male earnings (e.g., women earn x% less than men).

The **mean** pay gap represents the difference between the average hourly earnings of men and women within our organisation. It is calculated by totalling the hourly rates for each group separately and dividing by the number of individuals in that group.

The **median** pay gap reflects the midpoint of pay. When all employees are ranked by hourly earnings, the median gap is the difference between the pay of the middle woman and the middle man in their respective lists.

Both metrics offer valuable insights: the mean highlights overall average differences, while the median shows typical individual experiences. Together, they provide a comprehensive view of our pay structure.

Creating an inclusive workplace where everyone can thrive remains central to our values. In 2025, while our mean gender pay gap narrowed, the median gap widened, highlighting that there is still work to do. We are committed to taking meaningful actions to close these gaps and ensure fairness for all employees across Searcys.

SEARCY'S GENDER PAY GAP RESULTS

| Gender Pay Gap | APRIL 25 | APRIL 24 |
|----------------|----------|----------|
| MEAN | 12.73% | 15.55% |
| MEDIAN | 8.52% | 6.97% |

| Bonus Pay Gap | APRIL 25 | APRIL 24 |
|---------------|----------|----------|
| MEAN | 42.09% | 15.85% |
| MEDIAN | 58.45% | -1.90% |

| % employees receiving a bonus | APRIL 25 | APRIL 24 |
|-------------------------------|----------|----------|
| MALE | 15.89% | 16.98% |
| FEMALE | 16.23% | 15.08% |

PROPORTION OF MALES AND FEMALES BY PAY QUARTILE

| QUARTILE | APRIL 25 | | APRIL 24 | |
|-----------|----------|--------|----------|--------|
| LOWER | 48.44% | 51.56% | 44.73% | 55.27% |
| LOWER MID | 53.79% | 46.21% | 61.09% | 38.91% |
| MID | 57.09% | 42.91% | 53.82% | 46.18% |
| TOP UPPER | 57.93% | 42.07% | 62.18% | 37.82% |

Male
 Female

MEAN GENDER PAY GAP

The Mean Gender Pay Gap is **12.73 %**

MEDIAN GENDER PAY GAP

The Median Gender Pay Gap is **8.52 %**



SEARCYS GENDER PAY GAP RESULTS

In April 2025, Searcys employed 1,158 people, of which 46% were female and 54% male, maintaining a similar gender balance compared with April 2024 (45% female, 55% male). Analysis of pay bands shows that female representation decreases as pay increases. In the lowest pay band (Band 1), women account for 51.6%, whereas in the highest pay band (Band 4) they represent 42.1%, highlighting an underrepresentation of women in higher-paid roles. This contributes to the overall gender pay gap, as higher-paid positions are predominantly occupied by male employees. In particular, certain senior or specialised roles, such as head chefs and other senior chefs, are largely male and carry higher salaries, which is reflected in the pay gap at higher bands. For hourly pay, Band 1 shows a mean gender pay gap of 12.73% (female £11.15, male £12.78) and a median gap of 8.52% (female £12.07, male £13.20). Compared with April 2024, the mean gap has decreased (from 15.55%), while the median gap has increased slightly (from 6.97%).

For bonuses in April 2025, the proportion of employees receiving a bonus was similar for females and males, with 16.23% of eligible females and 15.89% of eligible males receiving payments. However, the mean bonus payment shows a significant gap, with females receiving £3,222 compared with £5,564 for males, a gap of 42.09%. The median bonus gap is even larger at 58.45% (female £1,618 vs male £3,893). These differences are influenced by the distribution of higher-paying roles and the bonuses associated with senior positions. For example, new senior appointments, such as executive leadership roles, may affect bonus averages due to the larger bonus packages typically awarded at this level.

Overall, while progress is evident in reducing the mean hourly pay gap in lower bands, disparities remain in higher bands and in bonus payments. These gaps largely reflect the gender distribution in higher-paid and senior roles, rather than differences in pay for equivalent positions.



SEARCYS' APPROACH TO IMPROVE OUR GENDER PAY GAP

Recruitment

- ❖ Selection panels for leadership roles are gender-balanced, promoting diverse representation in decision-making for senior appointments.
- ❖ We actively encourage applications from women and other underrepresented groups during external recruitment and collaborate with multiple charities to improve representation.
- ❖ Our Applicant Tracking System monitors and tracks the diversity of applicants, ensuring that opportunities are increasingly accessible to individuals from underrepresented backgrounds.
- ❖ Promotion and succession planning processes are regularly reviewed to ensure equitable access to career advancement for women, including transparent criteria, consistent evaluation methods, and proactive identification of talented female employees for leadership development and progression.
- ❖ Audit job descriptions, application forms, and interview questions to remove gender-coded language and reduce unconscious bias in hiring and compensation decisions.
- ❖ We recruit with long-term progression in mind, identifying high-potential women and underrepresented candidates for accelerated career paths with equitable pay opportunities.

Learning and Development

- ❖ We continue to invest in the growth and progression of our people through a wide range of training and development programmes designed to support career advancement at every level.
- ❖ Our Leadership Development Programme – Investing in our Future Leaders provides employees with opportunities to enhance their leadership skills and collaborate across WSH brands, strengthening internal networks and promoting progression into senior roles.
- ❖ Through the Searcys Chef Academy and Culinary Skills Labs, we are helping colleagues at all levels develop technical expertise while connecting with the wider WSH Chef Academy community to share best practice and inspire women progression within the culinary field.
- ❖ Our Sales Academy delivers enhanced sales and commercial coaching sessions, equipping team members with the skills and confidence needed to grow in client-facing and strategic roles.
- ❖ To ensure long-term development opportunities, we are introducing Tailored Career Pathways for all role levels, providing clear guidance on progression routes and supporting employees in defining the next steps in their careers.
- ❖ We have launched ILM-accredited courses as part of our ED&I and leadership programs, providing our leaders with targeted training and development opportunities.

Retention

- ❖ We support the progression of women through cross-industry mentoring and reverse mentoring, fostering learning from diverse perspectives.
- ❖ As a proud member of WiHTL (Women in Hospitality, Tourism, and Leisure), we are committed to creating opportunities for women across our industry.
- ❖ .Enlight, our ED&I committee, is dedicated to fostering a sense of belonging by providing a supportive space for all team members.
- ❖ We expanded our engagement surveys and listening sessions to gather ongoing feedback, ensuring employees feel heard, valued, and included.
- ❖ We have partnered with Henpicked to provide resources and guidance on menopause support for our team members and their partners, and we are committed to becoming an accredited Menopause Friendly Employer.
- ❖ We are committed to supporting a healthy work-life balance by offering enhanced family-friendly benefits, including improved maternity and paternity leave. We continually review our family leave policies and benefits to better support women at every stage of their careers.
- ❖ Track engagement, retention, and promotion rates by gender to measure the impact of initiatives and focus on continuous improvement.

Our Focus

- ◇ Every member of our leadership team is committed to achieving a specific ED&I goal.
- ◇ We aim to increase the representation of marginalised genders in leadership roles to 40% by 2026.
- ◇ Our goal is to have 40% female representation in senior leadership roles (C-level, C-1, and C-2) by 2027. We track our gender pay gap on a regular basis, with the goal of keeping it below 10%.
- ◇ Conduct regular pay audits across all bands and bonuses to ensure equity.
- ◇ Embed gender equality into organisational strategy, values, and leadership accountability.

Our Commitments

At Searcys, we are dedicated to creating an inclusive and equitable workplace where all employees feel respected, valued, and supported. We acknowledge that gender imbalances exist in some roles and are actively working to ensure that recruitment, development, and progression opportunities are accessible to everyone, regardless of gender.

Our aim is to foster a workforce that reflects the diverse communities we serve and to continue reducing the gender pay gap through transparent, data-informed practices. While the gender pay gap provides insight into differences in pay across the organisation, our primary focus is on building a fair environment where employees can thrive, develop, and advance in their careers without barriers.

Declaration – I confirm that the information in this statement is accurate



Paul Jackson, Managing Director

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Make it Searcys.*



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