

OUR GENDER PAY GAP REPORT 2023





FOREWORD

At TNS Catering Management Ltd we are fully aware that our only real tangible asset is our employees, and it's these individuals and teams doing their best every day that helps us achieve success together.

We are rightfully proud of our reputation and the awards and accolades that prove we're an employer of choice and that working with us helps those individuals and teams reach their full potential.

Our teams are well represented by Women throughout our organisation from Board Level to Site staff within the wider company.

In fact, women account for 67.25% of our entire workforce. We're proud to work with all of our employees at our Head Office and client sites alike, and believe that every one of our employees should have an equal opportunity for training, development and progression throughout the whole organisation.

We know there is more that we can do and are keen to reduce our Mean, Median & Bonus Pay Gaps where possible and are fully committed to achieving parity where possible in these areas over the coming months and years.

As mentioned earlier as an employer of choice, we need to ensure that we continually self-evaluate and also work in partnership with our teams to always do what's right and is fair and equitable, maximising the potential of every individual and making sure everyone is rewarded equally and fairly for their participation in their duties.

Together Works...

Phil Tyas
Director

Tim Smith
Director



As an employer of choice, we need to ensure that we continually self-evaluate and also work in partnership with our teams to always do what's right and is fair and equitable, maximising the potential of every individual and making sure everyone is rewarded equally and fairly for their participation in their duties.

- **67.25% of our workforce are women**
- **16.67% on the Board Of Directors**
- **100% of Line Managers at Head Office are women**
- **75% of First Aiders and Fire Marshall's at Head Office are women**

GENDER PAY GAP REPORTING

We are an employer required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This report confirms the situation in the pay period in which 5 April 2022 (the 'snapshot' date) fell and is based upon the information contained within our HR and payroll records in that period. We will publish this report on our own website and the government's Equality Office website. The figures on the next page show the difference between the average earnings of men and women in our organisation.

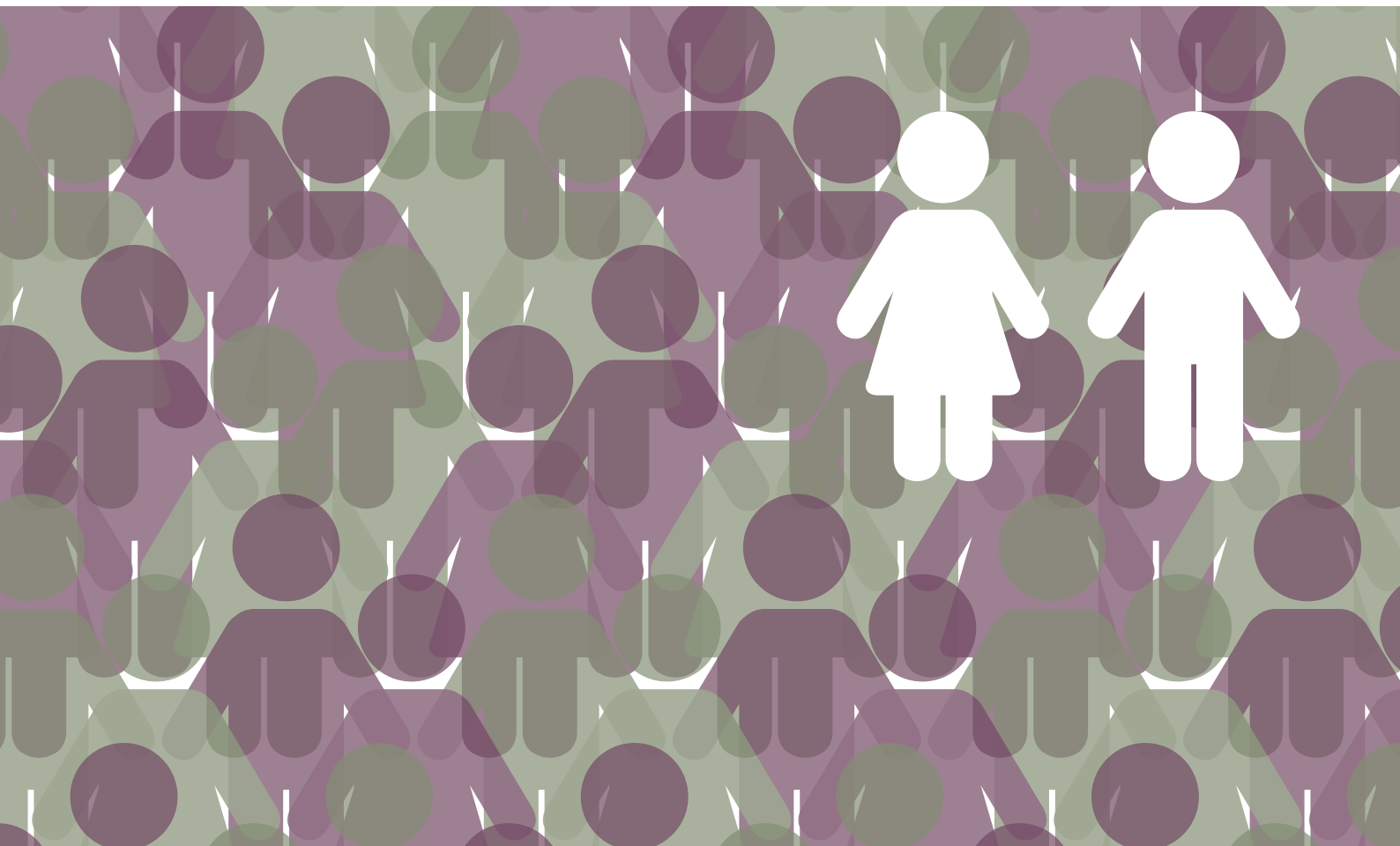
We will not be publishing individual employee data.

The mean average is calculated by adding all of the individual hourly rates or bonus values for males and then females and then dividing the totals by the number of employees.

The median average is calculated by sorting the list of hourly rates or bonus amounts from the lowest value to the highest value for males and then females. The median value is the middle value from this list.

It is important to note, that in order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each pay quartile.

However, TNS - The New Standard are committed to our Equal Opportunities & Diversity Policy.



GENDER PAY GAP FIGURES 2023

Difference in Pay of Men & Women

Difference in mean (average) hourly pay of men and women:

Women are paid
23.86%
lower than men

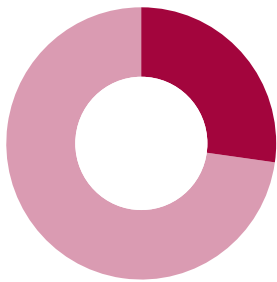
Difference in median (middle) hourly pay of men and women:

Women are paid
18.93%
lower than men

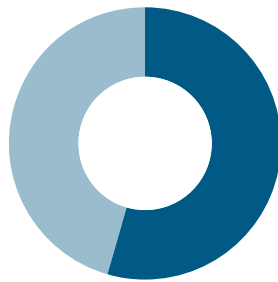
UK National Median Gender Pay Gap

Women are paid
14.3%
lower than men

Percentage of Men & Women Receiving Bonuses



Percentage of Woman receiving bonuses **27.39%**



Percentage of Men receiving bonuses **54.46%**

Difference in mean (average) bonus pay of men and women:

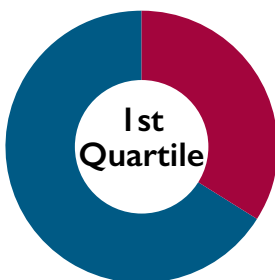
Women are paid
41.82%
lower than men

Difference in median (middle) bonus pay of men and women:

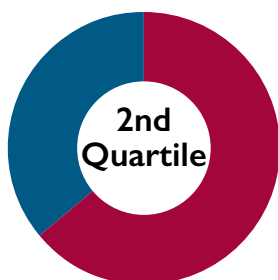
Women are paid
20%
lower than men

Proportion of Men and Women in each Four Quartiles Pay Bands

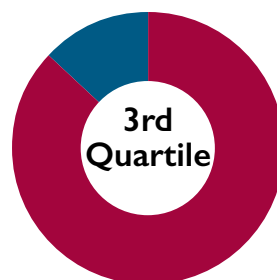
The average pay quartiles are calculated by again sorting the hourly rates for all staff male and female from lowest to highest and splitting the list into four equal sections. The first quartile is the lower end of the hourly rates and the fourth quartile is the higher end of the hourly rates.



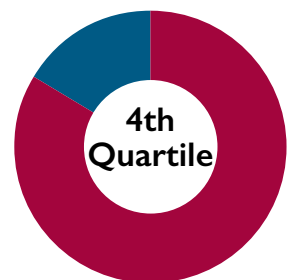
Female **34.12%**
Men **65.88%**



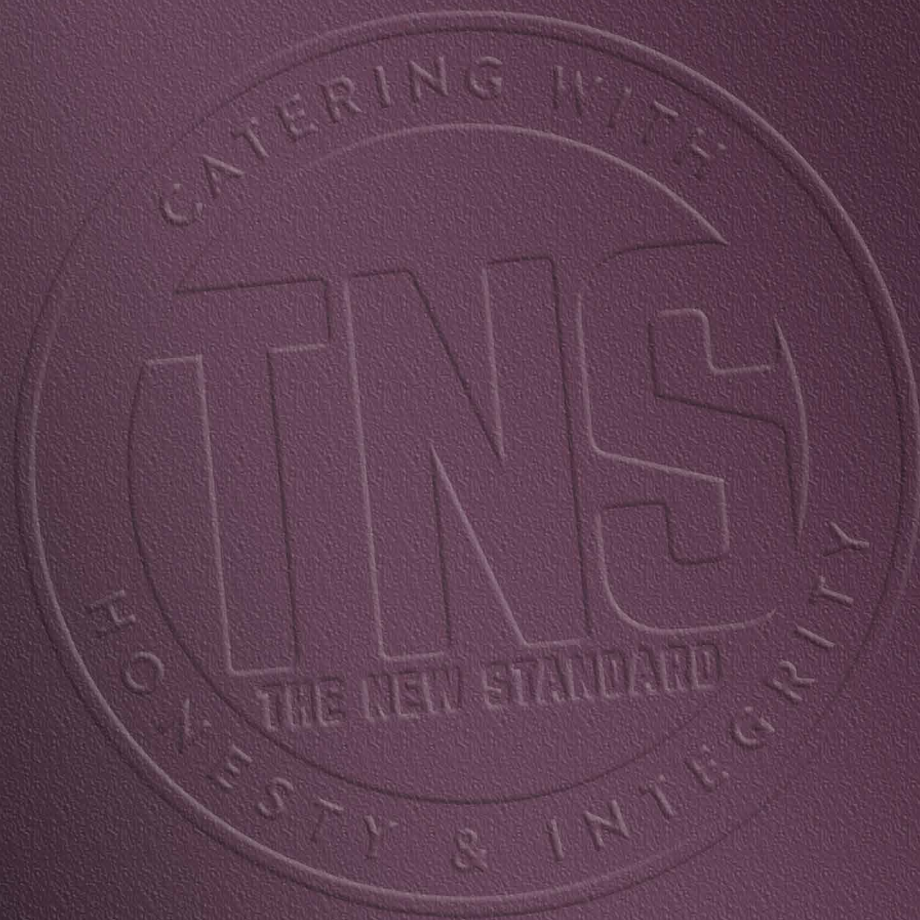
Female **63.95%**
Men **36.05%**



Female **87.05%**
Men **12.95%**



Female **83.73%**
Men **16.27%**



TNS - THE NEW STANDARD

Perseus House, 3 Chapel Court, Holly Walk, Leamington Spa, Warwickshire, CV32 4YS

01926 335444 info@tnscatering.co.uk

tnscatering.co.uk

CATERING WITH HONESTY & INTEGRITY