



Gender Pay Gap

2022_Report



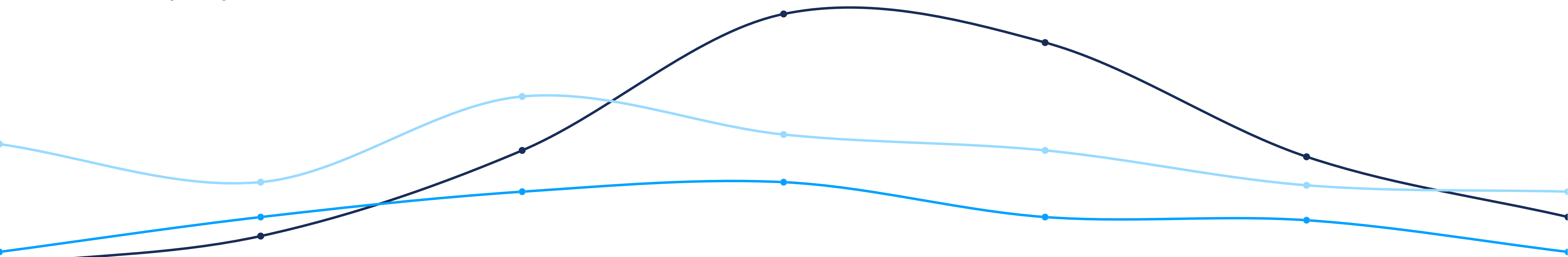
KSG Catering are a specialist restaurant and food services company with a long tradition in the food industry in Ireland which dates back to the early 1920's. Our mission is to deliver excellence in food and service to enhance the daily culinary experiences of our customers. We are a dynamic, flexible and vibrant organisation and we deliver restaurant, café and hospitality services in 120 locations in Ireland – we serve 13 million meals per year and we employ over 1,250 skilled people across our business.

Our people are at the heart of everything we do, our ethos is to educate, motivate and inspire. We strive to achieve this daily through our core values of Creativity, Passion, Honesty, Team Work and Inclusiveness.

What is Gender Pay Gap

Under the Gender Pay Gap Information Act 2021, KSG is required, for the first time, to report on its gender pay gap across a range of metrics.

The Gender Pay Gap is the difference in pay between men and women explained through various statistics. It is influenced by a range of factors including the demographics of the company workforce.



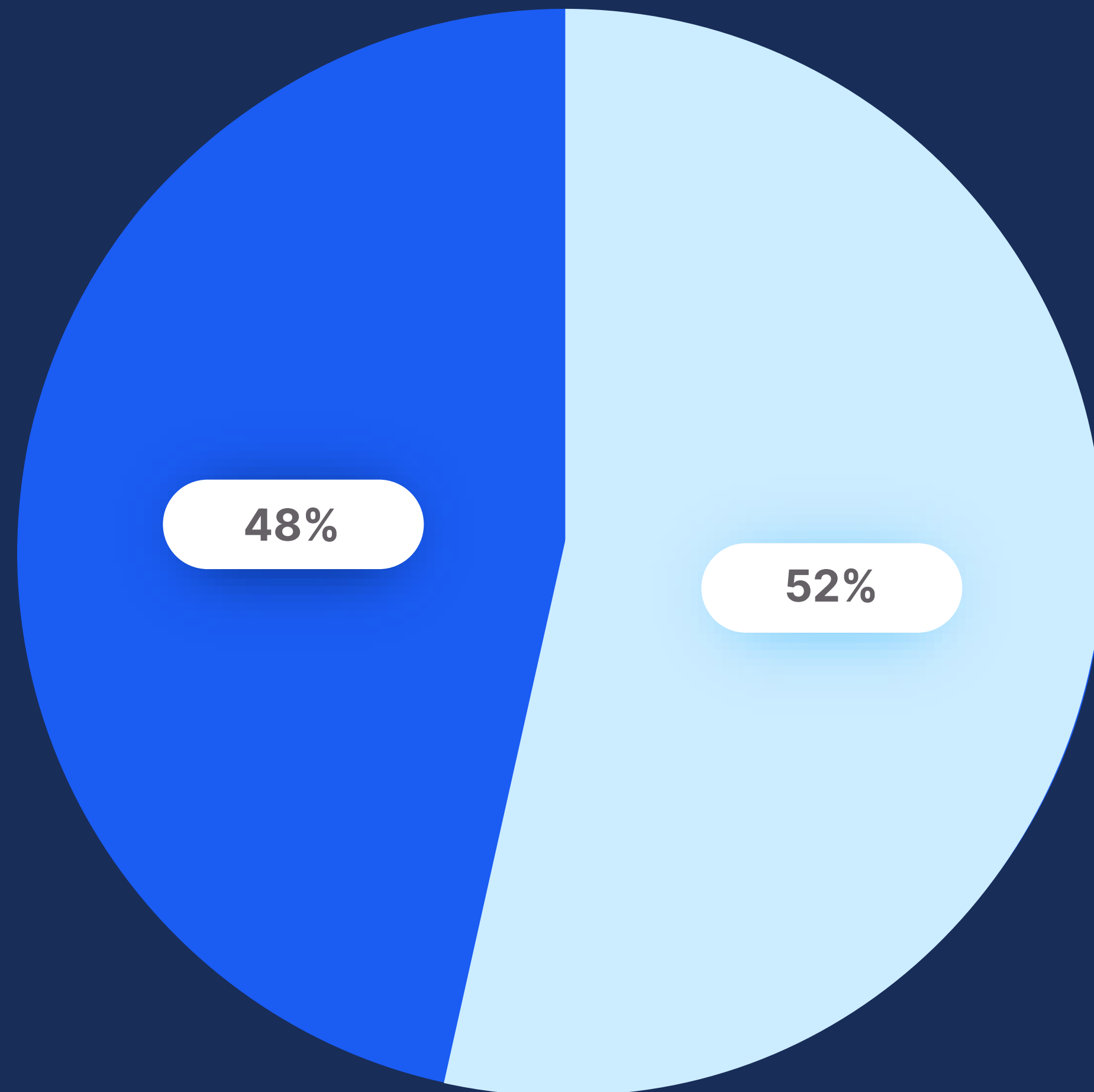


Generating the Report

To generate the Gender Pay Gap report, we firstly look at all jobs and all rates of pay across our entire business. We took a snapshot of the pay data for all colleagues employed at the end of June 2022.



Gender Pay Report - Population



 Male

 Female

1084 employees

Included in the report

628 women

456 men

Gender Pay Report - Statistics

**Hourly
Remuneration Gap**

9.1%

**Salaried
Remuneration Gap**

8.5%

**Consolidated All
Employees Gap**

9.1%

Why do we have a Gender Pay Gap?

As is common in our industry, we have a general occurrence of more male head chefs and male unit managers.



Looking Forward

01

Our City & Guilds Training Academy will look to recruit more female participants to assist with career development into management roles

02

Clear Pathways – we will shine a light on the pathways to management and the inspiring stories of female members of our management team

03

All hiring managers will be receiving diversity and inclusion training, with a focus on unconscious bias as a core part of their development, to ensure KSG's hiring practices remain fair and transparent.

04

We are focused on providing flexibility to our teams and finding ways that work for employees and their families.

05

The company will continue to support and promote educational development both internal and external to rising talent within the organisation.



Sarah Walsh
HR Manager

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Thank You!