



Gender Pay Gap

2024 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 1,400 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 2024



Gender Pay Report - Population

1478 Employees

Included in the report

717 Females

761 Males



Gender Pay Report -Statistics

Combined Remuneration Gap

4.4%

Why do we have a Gender Pay Gap?

As common in our industry we have a general occurrence of more males in cheffing roles, which account for a large proportion of our workforce



Looking Forward

1

Our City & Guilds Training Academy will continue to receive diversity and inclusion training to assist with career development into management roles

2

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

3

All hiring managers will aim to encourage more female participants, with a focus on unconscious bias as a core part of their development, to ensure KSG's hiring practices remain fair and transparent.

4

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

5

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



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Thank You!