



UK GENDER & ETHNICITY PAY REPORT 2023



INTRODUCTION



Sean Haley, CEO
Sodexo UK & Ireland

Our people are the cornerstone of our success and it's imperative that we foster diversity – not just because it is the right thing to do, but because it is core to our ambition to grow with purpose.

Reflecting on the past year, we take enormous pride in the activities and accomplishments delivered across our business.

During the summer, we participated in the 10,000 Black Interns programme, providing valuable opportunities to 24 aspiring talents.

We also introduced Vita and a further suite of enhanced benefits, reinforcing our ambition to offer a flexible-first culture to help all our colleagues – and not just those with caring responsibilities – providing them with time, flexibility and financial support for important life moments.

We are unwavering in our commitment to driving positive social impact for the communities where we live and work, through both our daily actions and interactions, and through our Stop Hunger Foundation and its work with a host of national and local charity partners.

Yet, while we celebrate our achievements, we do not become complacent. We remain steadfast in our commitment to equity and inclusion. We recognise the importance of ensuring fair representation and closing pay gaps across gender and ethnicity. As a purpose-led organisation, we are dedicated to creating a workplace where all employees belong, where we act with principles and intentions to make everyday a better day for all; and where everyone has equitable opportunities to thrive.

In this report, we have included a summary of the actions we have taken since 2023 to address gender and ethnicity pay disparities across our organisation. Through transparent disclosure and proactive measures, we aim to foster accountability and drive meaningful change toward a more inclusive future.



GENDER PAY GAP



HOURLY PAY



The **mean pay variance** shown is the difference between the average hourly pay of men and women



The **mean bonus pay variance** shown is the difference between the average bonus pay of men and women

BONUS PAY



The **mean bonus pay variance** shown is the difference between the average bonus pay of men and women



The **median bonus pay variance** shown is the difference between the midpoint in the ranges of bonus pay of men and women

	Sodexo Ltd		AIP		EGR		Overall combined	
	2022	2023	2022	2023	2022	2023	2022	2023
Mean Gender Pay Gap (GPG)	13.73%	12.92%		17.09%	19.05%	16.69%	14.18%	14.32%
Median GPG	11%	12.14%		13.17%	23.96%	26.47%	11.23%	14.25%
Mean Bonus Pay Gap (GBP)	37.07%	29.22%		-51.68%	-35.81%	-8.61%	36.62%	28.78%
Median BPG	11%	19.77%		-9.09%	29.06%	0%	21.40%	17.93%
Proportion of employees receiving bonus (F% / M%)	19% / 21.74%	5.86% / 4.34%		17.64% / 8.25%	20.42% / 15.12%	1.86% / 1.28%	19.01% / 21.74%	5.87% / 4.28%
Proportion of women/men in upper quartile pay band (F% / M%)	41% / 59%	42% / 58%	Not Applicable 2022	82% / 18%	19% / 81%	22% / 78%	40% / 60%	43% / 57%
Proportion of women/men in upper quartile middle pay band (F% / M%)	50% / 50%	51% / 49%		98% / 2%	22% / 78%	45% / 55%	49% / 51%	52% / 48%
Proportion of women/men in lower middle pay band (F% / M%)	52% / 48%	57% / 43%		99% / 1%	37% / 63%	57% / 43%	52% / 48%	60% / 40%
Proportion of women/men in lower quartile pay band	67% / 33%	67% / 33%		97% / 3%	52% / 48%	60% / 40%	49% / 51%	70% / 30%

Our Gender Pay Gap data shows the difference in average pay between women and men and takes into account all roles at all levels across the Sodexo legal entities in the UK where we have 250 or more colleagues.

In 2023 our mean gender increased slightly and gender bonus pay gap has decreased from 2022. Median has overall increase which can in part be attributed to our overall gender balance of 55% women and 45% male. 2023 we have also have the addition of AiP as a new legal entity which will impact the overall figures.

We have a strong representation of women across all levels of our organisation. In our leadership team women make-up 47% at the end of FY23 exceeding our aspirational target of 45% by 2025. We have also set a target to increase the representation of women in operational leadership roles by 2025 to 39%, at the end of FY23 we were at 36%.

ETHNICITY PAY GAP



HOURLY PAY



The **mean pay variance** shown is the difference between the average hourly pay of different ethnic groups to White employees



The **median pay variance** shown is the difference between the midpoint in the ranges of hourly pay of different ethnic groups to White employees

BONUS PAY



The **mean bonus pay variance** shown is the difference between the average bonus pay of different ethnic groups to White employees



The **median bonus pay variance** shown is the difference between the midpoint in the ranges of bonus pay of different ethnic groups to White employees

	Overall Ethnicity Pay Gap		Black		Asian		Mixed	
	2022	2023	2022	2023	2022	2023	2022	2023
Mean Gender EPG	5.07%	9%	6.51%	9%	8.26%	8.26%	6.94%	8.26%
Median EPG	3.27%	4.12%	1.90%	1.93%	5.24%	6.18%	3.32%	0.21%
Mean EBPB	55.40%	49%	76%	73%	60%	34%	35%	53%
Median EBPB	21.40%	32%	82.37%	50%	78.75%	19%	1.42%	53%

	White		Black		Asian		Mixed	
	2022	2023	2022	2023	2022	2023	2022	2023
Proportion of employees receiving bonus	21.41%	17.92%	10.2%	6.15%	13.65%	8.78%	26.79%	8.44%
Proportion in upper quartile pay band	81%	88%	8%	4%	7%	6%	4%	3%
Proportion in upper quartile middle pay band	77%	87%	10%	5%	8%	5%	5%	3%
Proportion in lower middle pay band	74%	92%	11%	3%	10%	3%	5%	2%
Proportion in lower quartile pay band	75%	89%	9%	5%	11%	4%	5%	2%

Our pay analysis for ethnicity for 2023 is based on 5% increase in the percentage of employees we have their ethnicity data for.

Pay gaps have increased in a number of areas which may be in part to the increase in data available.

Nevertheless, we recognise the need, and are committed, to continue to improve representation across all levels of the organisation.

THE ACTIONS WE HAVE TAKEN SINCE 2023 REPORTING PERIOD:

- Introduced Vita and enhanced family leave provision including introducing equalised paternity leave, paid leave for carers and early adopters of day one right to request flexible working
- Undertaking an in-depth analysis of employee lifecycle experience for Black, Asian and Mixed Ethnic colleagues to further guide our work to increase representation across the business
- Welcomed 24 interns in the summer of 2023 as part of the 10,000 Intern Foundation programme, eight have gone on to secure permanent roles
- Introduced performance calibrations as part of the annual review cycle to address bias
- Launched 'This is Me' – self-id campaign to enhance our data insights
- Embedded our diversity, equity and inclusion (DEI) aspirations into our talent management strategy.
- Developed and deployed refreshed DEI learning content
- Rebranded the parents network to the parents and carers network
- Continued our programme of support and awareness of menopause and endometriosis
- Identified and aligned charity partners to each of our employee networks in partnership with Stop Hunger; Sodexo's foundation tackling food insecurity
- Embarking on a new relationship with the Black Heart Foundation including grant giving and mentorship
- Development of diverse candidate slate education for all hiring managers.



Declaration

I confirm that the data contained within this report is accurate and meets the requirements of the Gender Pay Gap reporting regulations.

A handwritten signature in black ink that reads 'Sean Haley'.

Sean Haley, CEO
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Director

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