

Pabulum Limited

Gender Pay Gap Report 2024

The table below shows the mean and median average gender pay gap based on hourly rates of pay as at a snapshot date (5th April 2023). It also captures the mean and median difference between bonuses paid to Males and Females in the year ended 5th April 2023.

Pay & Bonus Gap

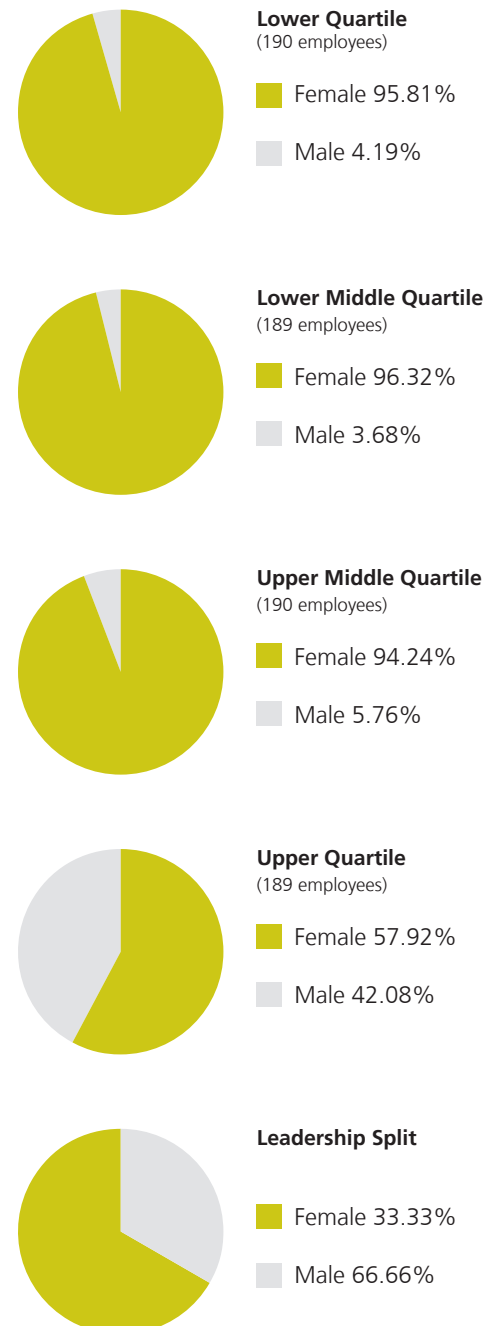
The difference in the average hourly wage and bonus amount of all men and women across Pabulum.

(Figures expressed as Male percentage greater than Female)

Type of Pay	Mean % (Average)	Median % (Middle)
Hourly Fixed Pay	35.53%	34.96%
Bonus Paid	54.38%	72.68%

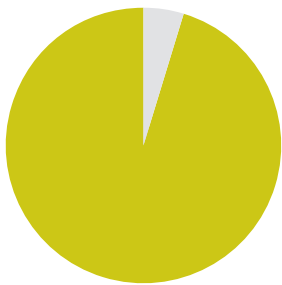
Pay Quartiles

The graphic below shows the gender distribution at Pabulum across four quartiles.



Proportion of Employees Receiving a Bonus

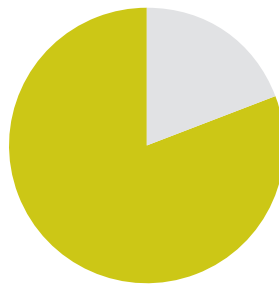
The chart below shows the proportion of employees receiving a bonus.



Female

4.73% Received a Bonus

No Bonus



Male

19.42% Received a Bonus

No Bonus

Pabulum is an Education caterer operating from its office in Fleet, working within a 125 mile radius of its location.

We operate in school kitchens preparing fresh food which invariably are tight and small teams and as a result the majority of Pabulum's workforce is made up of Catering Assistants, a role traditionally attracting more females than males. As this role commands a lower salary we can see that overall, across our workforce, women are paid less than men. This imbalance of roles is typical for the industry.

At Pabulum, the rates of pay for males and females doing the same role are equal. However, when these figures are combined for both Linea House, our office in Fleet and unit catering staff, using the required metrics, it results in an overall disparity in pay for men and women.

I can confirm the data in this report is accurate.

Nelson Williams