



Gender Pay Gap Report 2025

Foreword

TNS Catering Management Ltd recognises that our people are our greatest asset, and the dedication of our employees continues to drive the success of the business. We are proud to foster an inclusive environment where individuals and teams can thrive, with women represented across all levels of the business, from the Boardroom to our site teams.

Women make up 63.61% of our workforce across both our Head Office and Client sites, and we remain committed to ensuring all employees have equal access to training, development, and career progression opportunities.

During this reporting period, the mean gender pay gap increased slightly by 0.64%, while the median gender pay gap decreased by 2.2%, suggesting improved balance within core salary ranges. The overall mean gender pay gap currently stands at 18.96%, and the business remains committed to reducing this over time through fair and transparent pay practices.

In relation to bonuses, the mean bonus gap has decreased by 16.30%, indicating improved balance in overall bonus distribution.

However, the median bonus gap increased by 7.5%, highlighting the need to continue monitoring how bonuses are distributed across roles and levels within the business.

TNS Catering Management remains committed to ensuring that pay and reward decisions are fair, transparent, and based on objective criteria such as role responsibilities, performance, and business outcomes.

Together Works....



Phil Tyas
Director



Tim Smith
Director

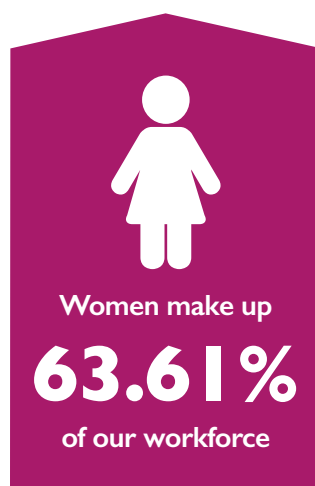
Gender Pay Gap Reporting

As an employer, we are legally required to report our Gender Pay Gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This report reflects the situation as of the “snapshot” date of April 6, 2025, and is based on the data from our HR and payroll records for that period. The report will be published on both our company website and the government’s Equality Office website.

The figures on the following page illustrate the difference in average earnings between men and women in our business. Please note that we will not be publishing any individual employee data.

To calculate the mean average, we sum the hourly rates or bonus values for all men and then all women and divide the totals by the number of employees in each group. For the median average, we sort the hourly rates, or bonus amounts from lowest to highest for both men and women, and the median is the middle value in the list.

It is important to understand that for there to be no gender pay gap, there would need to be an equal distribution of men and women across all pay quartiles. However, TNS Catering remains fully committed to our Equal Opportunities & Diversity Policy.

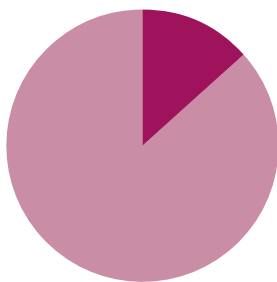


Gender Pay Gap Figures 2025

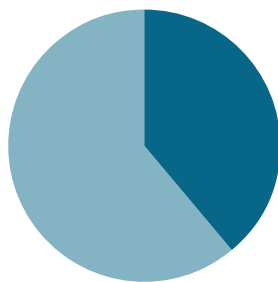
Difference in Pay of Men & Women



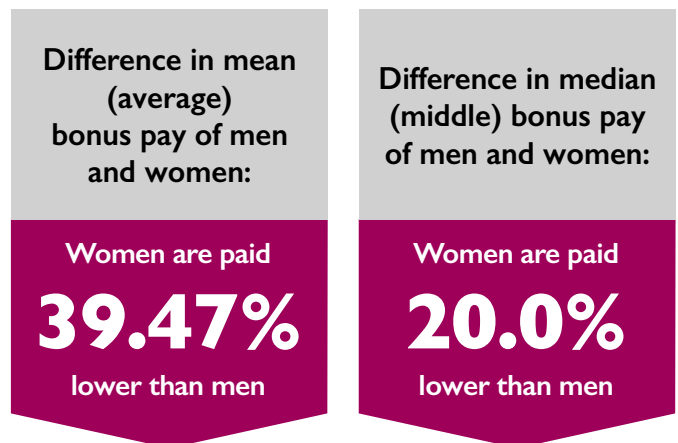
Percentage of Men & Women Receiving Bonuses



Percentage of woman receiving bonuses **13.48%**

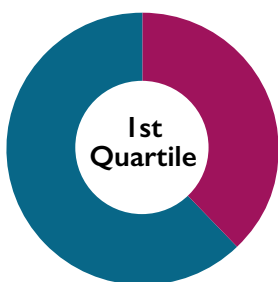


Percentage of men receiving bonuses **38.97%**

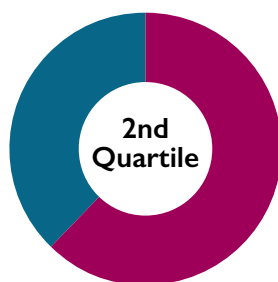


Proportion of Men and Women in each Four Quartiles Pay Bands

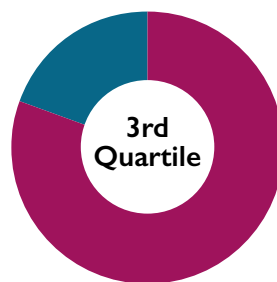
The average pay quartiles are calculated by again sorting the hourly rates for all staff male and female from lowest to highest and splitting the list into four equal sections. The first quartile is the lower end of the hourly rates and the fourth quartile is the higher end of the hourly rates.



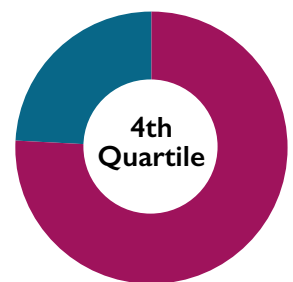
Female 37.9%
Male 62.09%



Female 62.4%
Male 37.6%



Female 80.64%
Male 19.35%



Female 76%
Male 24%