

alpha **LSG** Sky
Chefs

GENDER PAY GAP REPORT 2018



At Alpha LSG we recognise that a diverse workforce enables us to provide a richer and more engaging environment for colleagues and delivers huge benefits to the business. Our analysis has demonstrated a mean gap of 9.84% which is low compared to the aviation and manufacturing sector we occupy. The gap has increased slightly since 2017, however we appreciate the plans we have in place will take time to take effect, and we remain committed and confident of closing this gap in the coming years. The difference in pay is mainly due to the bulk of upper middle rate roles – drivers and chefs, being predominantly filled by men so we are encouraging more women into these professions through the support of our apprenticeship programme and direct advertising campaigns. We also have a number of colleagues who joined us by virtue of a TUPE transfer, with a large proportion of these being male, and while it is right and proper that these terms remain protected, this *does* impact our overall average. All new starters join on the rate relative to the job, irrelevant of gender and we are confident that we meet our equal pay obligations across the business. While the bonus gap in Alpha LSG may suggest an issue, this has decreased compared to 2017 and we anticipate it will continue to reduce now that we have taken steps to address the gender balance in our SLT structure. We are ensuring robust controls for new positions to ensure fair pay and to attract, retain and develop a diverse and talented population.

We need diversity of all kinds, including gender, and we fully understand the importance of including, encouraging and developing the talents of all employees.

Gender Pay Gap

	Mean (Average)	Median (Centre point)
Gender Pay Gap	9.84%	14.20%

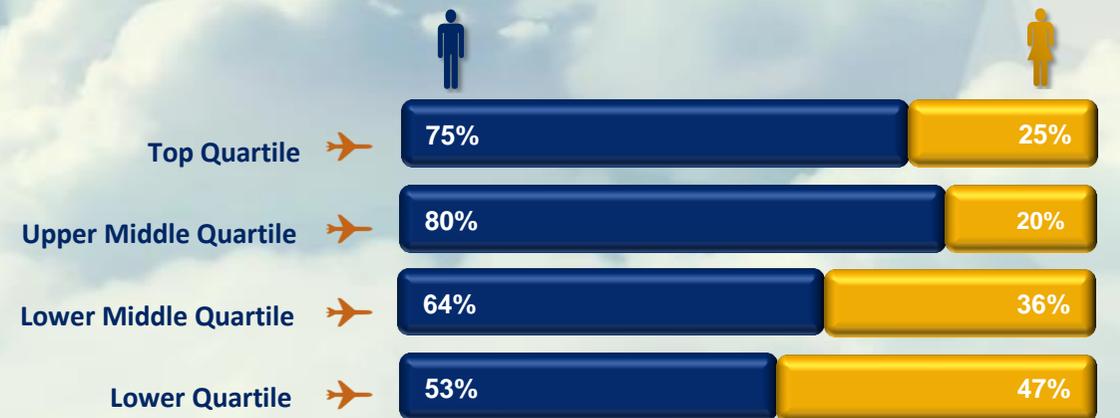


What is the gender pay gap?

Under new laws all employers in the UK with 250 or more employees must now report figures based on statutory calculations. The Gender Pay report for AlphaLSG provides a snapshot of the gender balance and aims to capture the gap in earnings of all colleagues irrespective of their role, department or grade.

The gender pay gap measures the difference between men and women’s earnings across the business by expressing women’s pay as a percentage of men’s pay. This is different to equal pay. Equal pay refers to men and women receiving equal pay for equal work.

Proportion of Male & Female Employees in each Pay Quartile



Our Action Plans

Our goal is to help our colleagues by providing them with the flexibility, skills and reward to get on. We know many of the actions we need to take to address the gap are not directly about pay, but are about ensuring a more inclusive balance across our business. To that end we are taking actions now to help us achieve that goal.



Recruitment and Promotion

We're putting a specific focus on our internal and external recruitment processes. We continue to develop and expand our Apprenticeship programme to help colleagues shape their future career paths and achieve their aspirations.

Reward Practices

We continue to ensure that the way we govern and operate our reward practices are robust enough to eliminate the risk of any unfairness, bias or discrimination. We regularly benchmark our roles against the market to ensure pay equity. This continues to be a priority for us.

Flexible and agile working

We are increasing the availability of flexible and agile working at all levels. We believe it is important for all employees, both men and women, to have the flexibility and support to balance work and home life.

Educating and training managers

We are delivering training programmes for all our managers to help them understand the impact of their decisions on diversity and gender pay, as well as continuing to regularly review pay distribution across our business.

Gender Target

Over the past 12 months we have increased the number of women who occupy Business Leader roles and we've introduced a gender diversity target of having at least one-third of women on the Senior Leadership Team by 2022.

Bonus Gap

	Mean (Average)	Median (Centre point)
Gender Bonus Gap	47.53%	1.71%

Proportion of population in receipt of a Bonus



I confirm that our gender pay gap figures are calculated and presented within this report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Alex Forbes - CEO
On Behalf of Alpha LSG Limited

