

# Our 2024

# Gender and Ethnic Minority

## Pay Gap Report

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COMPASS GROUP UK  
MARCH 2024



# INTRODUCTION



Our Social Promise launched in 2022, with an aspiration to positively impact one million lives by 2030, from both within and outside the organisation through job creation, education, training, community and charitable engagement.

This strategy also addresses the barriers that many face when it comes to accessing jobs, learning and progression. Our Roadmap identifies how we will aim to achieve greater equity and provide wider opportunities to people from all backgrounds.

This report outlines the work we are implementing and progress we are making to ensure everyone can reach their potential. I am really pleased to report that our median gender pay gap has reduced to under 10% for first time and our median ethnicity pay gap is zero. While this is great progress, I recognise there is more to do.

We are proud to be part of a barrierless industry, so at entry level you don't need specific qualifications to join. Our organisation and industry can offer people the skills training to help them develop.

We will continue our commitment to developing our talent, maximising our opportunities such as apprenticeships, our industry leading Career Pathways and our Graduate scheme. These will continue to support the development and progression of women and those from ethnic minority backgrounds in our business. This report is testament to the talent we have in our business and how everyone can continue to advance with Compass.

We have many more avenues to explore as we seek to continue to achieve equity and I am pleased we now have Carol Sommerville on board as our Chief People Officer, to lead our work in this area.

**Robin Mills, Chief Executive Officer,  
Compass Group UK & Ireland**

**65%**

of our colleagues are female

**0%**

Median ethnicity pay gap

**600**

apprentices

over

**50%**

female

and almost

**20%**

from an ethnic minority background

**69%**

colleagues paid RLW or above

over **330** clients committed to RLW pay

Levy UK

**100%**

RLW from 1 January 2023

**89%**

of colleagues have disclosed their ethnicity of those **25.7%** are from an ethnic minority background, compared with 18.3% of the UK population

**8.2%**

Median gender pay gap

**37%**

of our chefs are female – above the industry average of 20%



I joined the Compass family, just a few months ago and have spent this time getting to know the business, our customers and clients and of course meeting many of our thousands of people, who work across the UK and Ireland.

What has struck me is how committed and talented our teams are and that this truly is a “people powered” business. Diversity is at the heart of our organisation, whether it’s through the job roles of our people, locations, clients or diverse teams. It’s something we need to keep investing in and growing.

The inclusive nature of the organisation is clear throughout, from head office to the kitchens at client sites. This is personally something that is very important to me and one of the reasons I wanted to join Compass.

#### **OUR GENDER AND ETHNICITY PAY GAPS**

We have continued to strengthen our data set to ensure we have a full picture of over 45,000 colleagues. It is great to see that we have a zero ethnicity pay gap reported within our figures. We can also report an increase in our ethnic minority colleagues taking on more management roles within the business, which has been and continues to be a focus for us.

However, we aren’t standing still. We are now breaking down the data of our ethnic minority colleagues further, to provide us with greater insights to establish if specific groups need extra support or a different approach to progression.

Our median gender pay gap has reduced from 12.6% to 8.2% below the UK average figure of 14.3%. Of course, frontline pay has been key to this progress and we are not only supportive of the recent National Living Wage rise, but we continue to work closely with our clients to advocate for the Real Living Wage (RLW). We have doubled (now 69%) the number of people being paid RLW or above, since we became a Living Wage Foundation Recognised Service Provider in October 2020.

#### **LOOKING TO THE FUTURE**

We are continuing to look at where we can unlock barriers to further reduce our gender pay gap and enhancing the development of those from ethnic minority backgrounds. An area of particular focus is representation at senior management level, including chef roles. 37% of our chefs are female, above the industry average (20%), but there is still an imbalance and therefore, more needs to be done in attracting even more female chefs into our business and supporting with their progression.

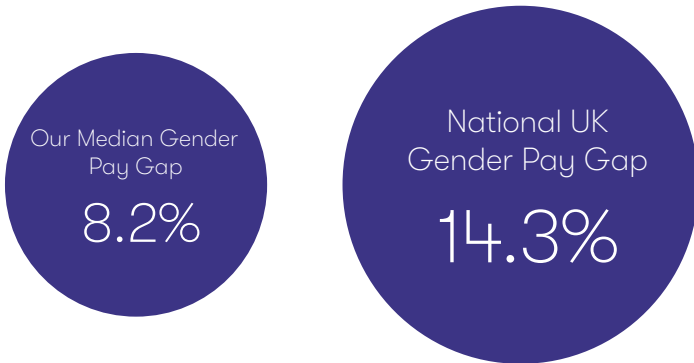
We have many wonderful role models with fulfilling careers and we will continue to shine a spotlight on them to support attraction, retention and development of aspiring chefs. Industry leading initiatives such as the launch of our maternity jacket – help to underline our commitment to inclusion.

I am excited about the future potential we have, to continue making positive changes and leading this agenda with a dedicated team around me.

**Carol Sommerville, Chief People Officer,  
Compass Group UK & Ireland**

# SECTION 1 OUR GENDER PAY GAP

Figures below are consolidated across all Compass Group UK entities (circa 46,000 colleagues\*) and include Compass Group PLC UK based employees.



Mean Gender Pay Gap



Median Bonus Gap



Mean Bonus Gap



Pay Distribution

	Women	Men
Upper Quartile	46.7%	53.3%
Upper Middle Quartile	61.5%	38.5%
Lower Middle Quartile	68.5%	31.5%
Lower Quartile	82.8%	17.2%

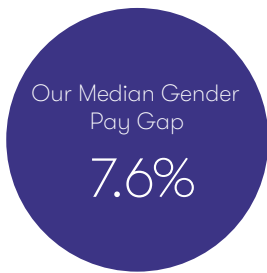
Employee type

	Women	Men
Part-Time colleagues	74.4%	25.6%
Full-Time colleagues	50.3%	49.7%



# SECTION 2 DIVISIONAL REPORTING

The below reflects the data for Compass Contract Services (UK) Ltd



Mean Gender Pay Gap



Median Bonus Gap



Mean Bonus Gap



Pay Distribution	Women	Men
Upper Quartile	46.8%	53.2%
Upper Middle Quartile	61.4%	38.6%
Lower Middle Quartile	68.7%	31.3%
Lower Quartile	82.7%	17.3%

Employee type	Women	Men
Part-Time colleagues	74.3%	25.7%
Full-Time colleagues	50.2%	49.8%



# SECTION 1 OUR ETHNIC MINORITY PAY GAP

Total c46,000 colleagues (89% of which have disclosed their ethnicity)  
 25.7% of Compass colleagues who have disclosed their ethnicity are from a minority background compared to 18.3% of the general population



Mean Ethnic Minority Pay Gap



Median Bonus Gap



Mean Bonus Gap



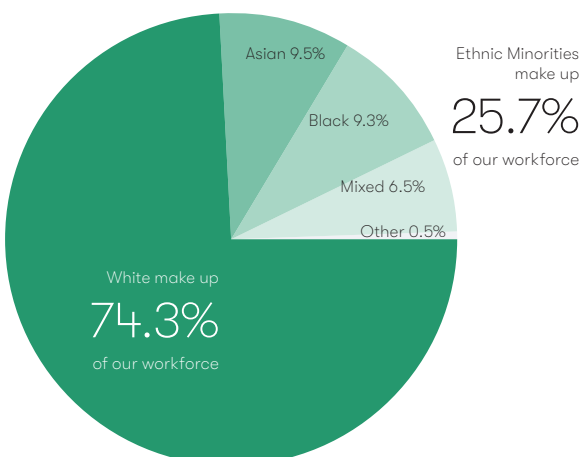
Pay Distribution	White	Asian	Black	Mixed	Other
Upper Quartile	77.6%	6.7%	7.2%	8.1%	0.4%
Upper Middle Quartile	64.9%	12.9%	14.1%	7.7%	0.5%
Lower Middle Quartile	70.3%	12.5%	11.1%	5.7%	0.4%
Lower Quartile	84.4%	6.0%	4.6%	4.4%	0.6%

Overall Median Pay Gap

Ethnic Background	Mixed	Asian	Black	Other
White	-1.93%	0.00%	-0.37%	0.28%
Mixed		1.89%	1.53%	2.16%
Asian			-0.37%	0.28%
Black				0.64%

Overall Mean Pay Gap

Ethnic Background	Mixed	Asian	Black	Other
White	0.39%	7.32%	7.87%	9.35%
Mixed		6.96%	7.51%	8.99%
Asian			0.59%	2.18%
Black				1.61%



# SECTION 2 DIVISIONAL REPORTING

The below reflects the data for Compass Contract Services (UK) Ltd



Mean Ethnic Minority Pay Gap



Median Bonus Gap



Mean Bonus Gap



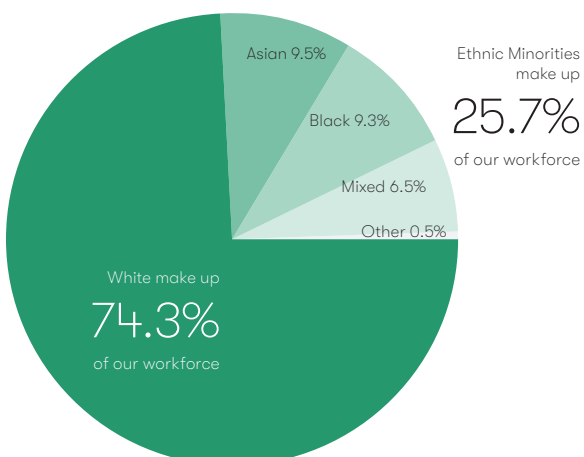
Pay Distribution	White	Asian	Black	Mixed	Other
Upper Quartile	77.3%	6.7%	7.5%	8.2%	0.4%
Upper Middle Quartile	65.0%	12.9%	14.0%	7.6%	0.5%
Lower Middle Quartile	70.4%	12.4%	11.1%	5.7%	0.4%
Lower Quartile	84.6%	5.8%	4.6%	4.4%	0.6%

Division / UK Median Pay Gap

Ethnic Background	Mixed	Asian	Black	Other
White	-1.93%	0.00%	-0.28%	0.28%
Mixed		1.89%	1.62%	2.16%
Asian			-0.28%	0.28%
Black				0.55%

Division / UK Mean Pay Gap

Ethnic Background	Mixed	Asian	Black	Other
White	1.75%	6.36%	6.12%	7.47%
Mixed		4.69%	4.45%	5.83%
Asian			-0.25%	1.19%
Black				1.44%



## PROGRAMMES TO DEVELOP OUR TALENT

We take part in numerous mentoring initiatives and programmes, which aim to inspire and create role models for others. Here we showcase some examples of our female and ethnic minority colleagues participating in a range of programmes, from early careers to those with decades of experience.

### WiHTL Ethnic Future Leaders Programme

Through our longstanding partnership with WiHTL (Diversity in Hospitality, Travel and Leisure) we have access to some inspirational cross-company development programmes. These positively impact delegates, line managers, executive sponsors, mentors and facilitators producing broad and deep cultural change.

The Ethnic Future Leaders programme (EFL) is one of these - it aims to improve ethnic diversity in leadership. The programme invests in high potential employees from diverse ethnic backgrounds, supporting their progression into more senior roles across Hospitality, Travel, Leisure and Retail. The most recent cohort saw two of our exceptional people taking part.



“The EFL programme for me has been a great programme to understand more about myself. The group sessions really breakdown barriers and challenged me to invest in myself more and make deliberate steps towards my career progression.

My key learnings were to take the time to network internally and externally and my key takeaway was seeing that there are role models I could identify with - that was crucial to knowing it is possible to become and excel to a senior leader from an ethnic background.”

**Tendai Dhlwayo, Senior WorkForce Management Business Partner, Compass Group UK & Ireland**



“The programme was a fantastic chance for me to prioritise self-development and continued learning. The mentorship element was truly amazing.

Through the cohort I was able to foster diverse relationships that I know will be instrumental in my professional journey. Sharing thoughts and ideas with other leaders of similar backgrounds expanded my horizons in ways that I hadn't expected when I first signed up.

This course has been the motivation I need to strive for greater things and I am eager to see what the future has in store for me!”

**Khushboo Bokhari, Marketing Manager, 14forty, Women in Food Lead**



## WiHTL Ethnic Senior Leaders – Get Board Ready

The Ethnic Senior Leaders programme is designed to support and prepare ethnic senior leaders for promotion to Executive Board level. This year Leah Anderson, Finance Director, Foodbuy took part.

## Women to Watch in HTL and Retail 2024

Leah Anderson, Foodbuy Finance Director was also named on the Women to Watch HTL and Retail Index. The 2024 Index celebrates senior women leaders and their impact across the Hospitality, Travel, Leisure and Retail sectors. The index aims to provide inspiration to women at the earlier stages of their career about the opportunities within our industry.



“I started my career with Unilever on their Graduate scheme and qualified as a CIMA accountant whilst training. The fast-moving consumer goods industry gave me a great understanding of not only manufacturing, but also interactions with customers, retailers, and the wider market.

I found a natural love of Trading Finance, dealing with products, promotions, new product development and innovation. After 5 years with Unilever, I spent some time with Tate Galleries and then moved to Sainsbury’s. Firstly, back into Trading and then quickly getting a promotion to Head of Finance before stepping up to a Director level role.

Now in my role within Foodbuy, I am humbled to be named on the Women to Watch list. On my own journey I have recognised the power not only of coaches, mentors, allies, supportive line managers, peers but also role models. They are an incredibly important part of seeing your own path develop and the possibilities. Sometimes if you can’t see someone like you ahead in the journey it’s hard to believe it’s possible. Be the change you want to see.”

**Leah Anderson, Foodbuy, Finance Director**

## WiHTL Global Female Leaders Programme

This programme is aimed at women leaders that currently hold, or aspire to hold, a global remit. It is a unique, comprehensive, cross-industry programme to support career progression for female leaders in the Hospitality, Travel and Leisure sector. We had several people graduate the programme within the last year.



“It is great to have the opportunity to be part of the programme, to engage with inspirational female role models and to gain a perspective of global cultures is a dream come true. Having progressed my career from being on the frontline to Head of Operations, I have always been focused on personal development.”

**Claire Steele - Head of Operations,  
North and North-West Chartwells**



“I embarked on this programme lacking self-confidence and belief, especially having worked within a male dominated environment throughout my early career. The programme has empowered me to feel like I can grow, giving me confidence to use my skills and experience that I have gained from the programme. A key learning for me was it’s ok to be uncomfortable with being uncomfortable.”

**Leanne Smith, Head of Operations, Healthcare**

### 30% Club - Mission Gender and Mission Include

Mission Gender Equity and Mission Include are the world's largest cross-company mentoring programmes, delivered by Moving Ahead in partnership with the 30% Club campaign. Since 2014, Moving Ahead has supported over 20,000 participants from 60 countries across 30 sectors and hundreds of organisations – including a third of the UK FTSE 100.

These programmes are a powerful way to advance workplace diversity, equity and inclusion on a global scale. The unique, cross-company approach creates exposure to fresh perspectives and alternative ways of working.

This is the fourth year colleagues from Compass have taken part and over 150 pairs of mentors and mentees have participated. This year 30 people are taking part in both programmes.

### Mission Gender Equity

This programme is one of the ways we are building gender diversity and strengthening talent pipelines to achieve parity of women in senior leadership roles. It's an inspiring and rewarding programme, which not only empowers our colleagues but equips them with the tools to navigate their career, helping to set them up for future success.

### Mission Include

This programme develops and supports individuals from underrepresented groups at all levels. This year we have several people taking part.



“I enjoy being part of an organisation that values diversity. I am eager to help Compass grow and I believe that having a diverse workforce is critical to this, which is supported by research from McKinsey. As a result, I am excited to be part of a programme that promotes diversity and develops and supports individuals from minority groups in Compass.

The mentoring programme presents me with an incredible opportunity to gain new perspectives, develop new skills, and broaden my networking opportunities. These are all essential for my personal and professional growth and will support my career aspirations.”

**Stephanie Pereira, Impact Analyst –  
Climate and Environment, Foodbuy**



“I believe that mentorship is a powerful catalyst for individual development, and I am enthusiastic about the opportunity to receive guidance from an experienced mentor within the programme. I'm eager to draw inspiration from their wealth of experience to gain a broader perspective, helping to push me towards career growth and development. By participating in this mentorship programme, I hope to gain valuable perspectives that will not only shape my career but also contribute to the broader goal of creating a more diverse and vibrant industry.”

**Katy Chung, Digital Communications Assistant, Foodbuy**

# MENTORING

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## Reverse mentoring

Now in its third year, our Mentor Up, Reverse mentoring programme was created in partnership with our Within Employee Network to spark a shared understanding of the barriers, challenges and opportunities for colleagues from ethnic minority groups.

The programme partners senior leaders (mentees) with individuals from ethnic minority groups (mentors). It aims to provide a safe space for open conversations between participants focused on mutual learning, respect and creating a way forward together. We have received really positive feedback on this programme and we continue to develop the content as we move forward with it.



“The reverse mentor programme was an experience outside my comfort zone, yet it was enlightening to both my professional and personal growth. My mentee and I were very open about our experiences and for this reason we’ve kept in touch, so we can continue the important and sometimes difficult conversations that will be beneficial to both of us and our contribution to Compass.”

**Allison Todd, Senior Compensations and Benefits Advisor, Compass Group UK & Ireland**

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## Compass Group Global Gender Leadership Programme

We have recently launched a pilot project targeted and designed to accelerate the development of senior women across Compass Group internally, internationally. The programme focuses on increasing visibility, building influence and collaboration. There are people taking part from across our international business and from the UK&I there are two participants.



“This programme provides an essential avenue for breaking down hierarchical barriers, allowing for more fluid and dynamic exchanges across different levels. As a member of an ethnic minority group, it is particularly meaningful to have this platform. Even though we are in early stages, it has enabled me to voice my opinions and engage in meaningful discussions in a safe and supportive environment. The opportunity to contribute to and learn from this process has been both empowering and enlightening, highlighting the importance of diverse perspectives and inclusive dialogue.”

**Vishali Chetty, People Business Partner, Restaurant Associates**



“Being part of the Global Gender Leadership Programme has allowed me to explore lots of perspectives and explore how I can create ripples of empowerment, shaping a more inclusive and equitable future.”

**Sarah Fleming, Growth Director, Chartwells**

## OUR COLLEAGUE NETWORKS

Employee Networks support the education of others and play a key role in celebrating the diversity of our employee base. We have several networks run by colleagues, for colleagues operating across our business, that each support our diversity and inclusion agenda. They create their own framework and objectives to operate by. They include Women in Food, Pride in Food, Within, You Matter and Ability.

### Women in Food

Our Women in Food community continues to thrive with over 350 members. Originally launched to support female chefs, the group is now focused on all female colleagues across our business.



### Launch of “industry-first” maternity jacket for our frontline workers

In March 2024, our Women in Food network announced the launch of its maternity jacket – a specially-designed, industry-first uniform that provides proper support, fit and function for female colleagues throughout pregnancy and beyond.

Tried and tested by pregnant Compass chefs, the team worked with respected fashion designer Lynda Yong to perfect the design, health and safety specifications, comfort, fit and practicalities. This has ensured the garment meets the needs of pregnant chefs and frontline female colleagues from across our business.

The jacket’s features allow for pregnancy growth, and feeding or pumping, if needed. It has been made in a unique lightweight material that helps to maintain body temperature at 37.5°C, making the jacket suitable not only for pregnant colleagues but for those returning to work postpartum and anyone working through perimenopause and menopause.



### Gemma Evans-Hurley, Head of Culinary, Dine Contract Catering and Chair of Women in Food

“At Compass, when we’re presented with a problem, we don’t rest until we find a solution. We identified that, across our industry, the maternity uniforms available for pregnant and postpartum colleagues were not enabling them to bring their best selves to work every day. For years, pregnant women have simply sized-up their uniform, which isn’t comfortable or flattering, with restricted movement making everyday tasks more challenging. Our Compass-designed solution is a gamechanger.”

**Leanne Ryan, Chef, Restaurant Associates**, who tried the jacket whilst pregnant and is currently wearing it postpartum.

“The kitchen is a challenging working environment at the best of times, but especially when you are heavily pregnant. Having this jacket, which has been designed by our Compass female chefs, feels like women are being listened to, respected and supported in an industry that has been so male dominated for such a long time.”

**Laura Brand, Chef, Eurest**, who trialled the jacket during her pregnancy and postpartum.

“Women in Food approached me during my pregnancy and asked me to be involved in this exciting project from the very start, providing feedback throughout the design process and testing early designs in the kitchen to ensure the functionality was just right. For me, this is about more than just a jacket; it’s about feeling good, looking good, and being your best at work.”

## Within

The Within Network launched in 2021, with an ambition to promote cultural diversity in a work environment and inspire others to do the same. The Within Network aims to share common D&I practises, to generate new ideas and initiatives and to make inclusion a reality. The group is made up of ambassadors from around the business, with representation of many cultures.

In 2023, the network appointed a new Chair, Ayomide Ajayi. She joined on the Compass Graduate scheme and is now the D&I Lead for Levy UK+ Ireland.



“Having four rotations on the Graduate scheme allowed me to experience different parts of the business, one of which was D&I in the central Compass UK & Ireland team supporting our colleague diversity networks. It was amazing to witness all the networks’ efforts, for what they truly believe in and I wanted to be part of it. I started off by joining a few internal calls and my ideas soon turned into actions, which was really rewarding to see.

I then became a more active member of the Within network, which promotes cultural diversity and awareness. I am committed to driving awareness on what makes me who I am and being a role model to the wider Compass family – as personally, I’ve had very few role models that looked like me or understood the background I came from.



EMBRACING INCLUSION

Now, being Chair of the network, I want to amplify the voices of our colleagues. I want to ensure that every idea our members come up with is heard, explored and where possible, made a reality to create positive change. Most importantly I want to reach our thousands of colleagues across the UK and help foster a culture where everyone can be themselves and thrive.”

**Ayomide Ajayi, D&I Lead, Levy UK + Ireland and Chair of the Within Network**



# PROMOTING INCLUSION

## Black Future Month

In 2023, our teams across Compass acknowledged Black History Month as a re-imagined event to focus on 'Black Future Month' – with the aim to learn from the past and look to the future. Led by our Within network, our organisation marked the year's theme 'Celebrating our Sisters', highlighting the crucial role that black women have played in shaping history, inspiring change and building communities. We developed a great toolkit showcasing black culture and tools to encourage sites to promote open conversations around inclusivity in our business.

At our head offices we shared some of our people's most influential black female role models, and created a visual representation of these in Chertsey and Parklands throughout the month which created a great talking point.



## International Women's Day

### International Women's Day

Celebrating International Women's Day is a key highlight in our D&I calendar. Events and celebrations, took place across our sites, HQ offices in Parklands and Chertsey, as well as some great regional events from our teams in Wales, Scotland and Ireland. These were opportunities for our colleagues to discuss their own personal journeys, how they support females in the industry and opening the conversation to all, on how we can support the theme of 'Embracing Equity'.

We also held a webinar which encouraged open discussion spurred on by the amazing Carly Tait. Carly is a Paralympian, disability campaigner and a global D&I consultant, who advocates for inclusion and grassroots transformation through the power of the lived experience.



# AWARDS AND RECOGNITION

We pride ourselves on our amazing people and our work and are proud to have external recognition across a range of fields. Below are some case studies of where we have been acknowledged for our achievements within the industry.

## Living Wage Foundation awards

In July 2023, Compass Group UK & Ireland won the prestigious Living Wage Champion Award in the Recognised Service Provider Category at the Living Wage Foundation annual awards. We secured this recognition for leadership in advancing the Real Living Wage within the industry and to our client network, since becoming a Living Wage Recognised Service Provider in October 2020.

This has seen us working with over 300 clients to move to Living Wage contracts, resulting in an extra 20,000 colleagues being paid the Real Living Wage or above. Additionally, our sports and leisure business, Levy UK, became a 100% Living Wage Sector in January 2023, paying all its workforce the Real Living Wage.

As women have higher representation than males in part-time roles, which tend to be lower paid than full-time positions, paying the Real Living Wage is critical to reducing the gender pay gap in our industry. In areas of our business where high numbers of clients have worked to introduce the Real Living Wage within sites, the median gender pay gap is 0% and the mean pay gap is further reduced.



## Multicultural Apprenticeship Alliance Awards



We were very proud to win the Employer of the Year 2023 in the Retail, Hospitality and Tourism category at the Multicultural Apprenticeship Awards, which took place in October.

Dean Alunan, General Manager for Medirest who is currently working towards a Chartered Manager Degree Level 6 apprenticeship, was highly commended within the Retail, Hospitality & Tourism category alongside Yasmin Sharif from Chartwells. Yasmin is working towards Commis Chef Level 2 and was a shortlisted finalist.



“Being a finalist for this award is already an achievement, but I am grateful that this setting aims to acknowledge and celebrate diversity and inclusion in the workplace through apprenticeships.

My apprenticeship has empowered me, and Compass have aligned everything I do with my focused career pathway progression. I am also the Healthcare lead for Pride in Food and recently took on A Day in the Life opportunity, where I shadowed our Healthcare MD – all great opportunities to keep learning and developing.”

**Dean Alunan, General Manager, Medirest**

## The Foodservice Cateys and WeAreTheCity Rising Stars



2023 saw our teams and people acknowledged with six Foodservice Cateys. The highly coveted awards event recognises the individuals, teams and businesses shaping the foodservice industry and tirelessly delivering exceptional service day in, day out.

Gemma Evans-Hurley, Head of Culinary, Dine Contract Catering and Chair of Women in Food, took home

the prestigious Chef of the Year title. Recognised not only for her outstanding culinary talent, but also the work she does going the extra mile in mentoring other chefs - especially her Women in Food role and all that she does in supporting female chefs, plus her work in designing and introducing the maternity jacket across Compass.



“Winning this award, makes all the above and beyond worthwhile. Having the mentorship and support in my own career has been my catalyst for striving for change no matter what lens you are looking through. I work with my colleagues and the Women in Food community to turn passion into perfection and this award truly means so much from the perspective of a female chef.”

**Gemma Evans-Hurley, Head of Culinary, Dine Contract Catering and Chair of Women in Food**

In addition, Gemma also won the WeAreTheCity Rising Stars award in 2023 in the hospitality category. By highlighting the accolades of inspirational female talent, WeAreTheCity hopes to encourage organisations and business leaders to invest in and recognise women as leaders of tomorrow and additionally, as individual contributors within their respective industries. The event organisers commended Gemma’s leadership skills, passion and commitment to furthering D&I initiatives, building up a large community of female chefs and other hospitality professionals.

Gemma was also one of several of our female chefs that attended the Culinary Olympics early in 2024, contributing to Compass’ impressive medal haul. Our team and people collectively brought home a Gold, 18 Silvers and 7 Bronze awards. The Compass team claimed 17 medals, from across the community catering and the UK regional team table.

## Apprentice Chef of the Year

Our annual Compass Apprentice Chef of the Year competition was won by Jess Miller – Apprentice Chef de Partie, Chartwells Independent, after a closely fought final. Jess also joined our team for the Culinary Olympics early this year, in Germany.



“It was such a great experience to be involved in this competition. I would like to thank everyone who has supported me during this process and Compass. I loved leading a brigade at the celebratory dinner event, where I got to cook my own menu for a huge guestlist. It was a great learning experience.”

**Jess Miller, Apprentice Chef de Partie, Chartwells Independent**

Second place in the competition was Cameron Tullis – Professional Cookery Apprentice, Levy UK + Ireland and joint third was given to Mohamed Elhrabi – Apprentice Commis Chef, ESS and Diana Onyeka – Apprentice Commis Chef, Levy UK + Ireland. It’s great to see balanced gender representation in the junior chef ranks which gives us a great base to build on.

## Gold accreditation from WiHTL

We received Gold accreditation from WiHTL for their Maturity Curve analysis – which is considered ‘Leading Edge’. This was introduced to measure inclusion in EDI against a Maturity Curve framework and gives organisations a better understanding of their EDI status, to enable and accelerate the pace of change.





## LOOKING AHEAD

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It is always good to use this annual reporting period to reflect and look ahead. It's been a busy year and it's encouraging to see our work gaining momentum.

However, whilst we are moving in the right direction, our focus on creating greater gender and ethnicity representation continues. A key area will be supporting senior development for our women and minority groups, with chefs being a vital part of this plan. We will also continue to close the pay gap with an emphasis on uplifting pay amongst our frontline, with advocating for Real Living Wage a significant part of our strategy.

Our Social Promise remains central to our people strategy and I am looking forward to measuring the impact of the interventions we are making this year.

### **Robin Mills**

Chief Executive Officer, Compass Group UK & Ireland

