

**COOMBS CATERING
PARTNERSHIP LTD
GENDER PAY
GAP REPORT
2025**

COOMBS CATERING PARTNERSHIP LTD 2025 GENDER PAY GAP REPORT

Coombs Catering Partnership Ltd is committed to equality and values the skills and experience of our talented work-force. We have a culture of long service within the company which reflects that the company is a good and fair place to work.

When viewing our gender pay analysis which was generated using 5 April 2025 data it is important to recognise the Company does not pay men and women different rates of pay for doing the same or equal jobs.

We have a clear pay structure that is based solely on skills and capability.

WHAT IS THE GENDER PAY GAP AT COOMBS CATERING PARTNERSHIP LTD?

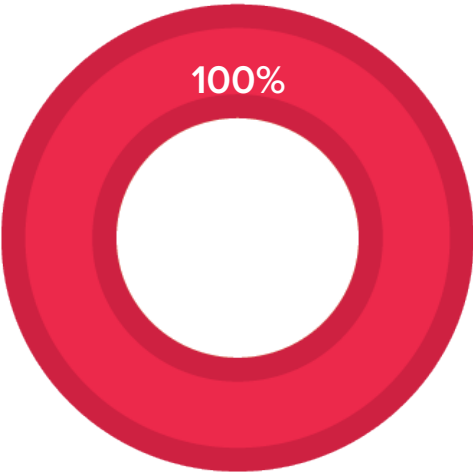
The report is for the snapshot date of 5 April 2025. At this date Coombs Catering Partnership Ltd employed 334 staff with 37 (11%) being male and 297 (89%) being female.

- The mean gender pay gap for Coombs Catering Partnership Ltd is 21.8%
- The median gender pay gap for Coombs Catering Partnership Ltd is 20.9%
- The mean gender bonus pay gap for Coombs Catering Partnership Ltd is -42.0%
- The median gender bonus pay gap for Coombs Catering Partnership Ltd is 0%
- The proportion of male employees in Coombs Catering Partnership Ltd receiving a bonus is 20%, and the proportion of female employees receiving a bonus is 9.8%

PAY QUANTILES BY GENDER

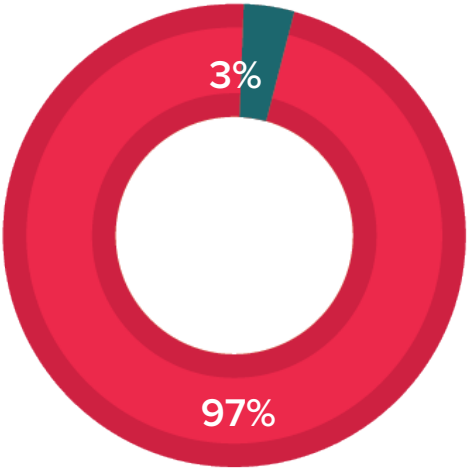
LOWER QUANTILE

Male Female



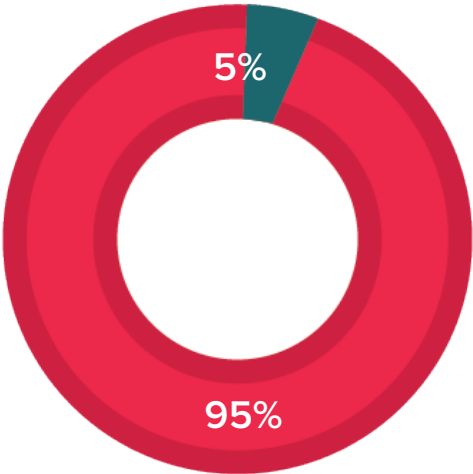
LOWER MIDDLE QUANTILE

Male Female



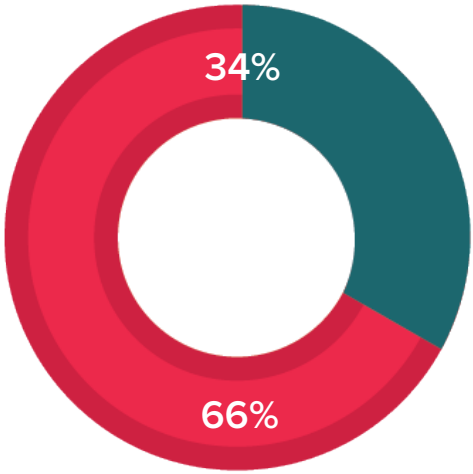
UPPER MIDDLE QUANTILE

Male Female



UPPER QUANTILE

Male Female



OVERVIEW

We are an independently owned contract catering company with a strong family ethos, based in Lutterworth, Leicestershire. With over 35 years of experience across the catering, hospitality and services sectors, we pride ourselves on delivering a personalised and flexible approach to every client. As a director- and family-owned business, we are able to focus on meeting the specific needs of our clients, tailoring our services to not only meet but exceed expectations.

We are committed to fairness, transparency and equality across our workforce, including in how we collect, analyse and report data for gender pay gap purposes. In line with the UK General Data Protection Regulation (GDPR) and the Data Protection Act 2018, we ensure that all employee data is processed lawfully, securely and confidentially. Data used for reporting is anonymised and handled with the utmost care, ensuring individual privacy is protected at all times.

Gender balance has always been a challenge considering the nature of the industry we work in, but we are committed on reducing the gender pay gap and we will continue to strive towards this.



DECLARATION

I hereby confirm that the information provided in this report to be accurate and the figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Craig Coombs

8th April 2026

If you have any additional questions with regard to the above, or would like further information, please contact info@ccpltd.biz.

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