

**Supporting narrative for BENNETT HAY LIMITED gender pay gap report
for snapshot date 5 April 2025**

Bennett Hay is a provider of workplace hospitality services, delivering high-quality front-of-house, catering and workplace experience services for corporate clients. Our values are People First, Personal and Adventurous and these are reflected in our culture and how we treat our colleagues. Our people are central to our success and we are committed to creating an inclusive workplace where everyone has equal opportunity to develop and progress.

We are proud to be an Investors in People Gold Accredited employer, a London Living Wage Employer, and we recently became B Corp certified.

For the reporting period, our analysis shows that Bennett Hay has a **mean gender pay gap of 2.43%** and a **median gender pay gap of 0.84%**. These figures indicate that, on average, women's hourly pay is broadly aligned with that of men across the organisation, and our median pay gap is close to parity.

Bennett Hay is confident that men and women performing equivalent roles are paid equally. The gender pay gap instead reflects the distribution of men and women across different roles and levels within the organisation. As a workplace hospitality provider, our workforce includes a wide range of operational roles, client-facing hospitality professionals, and management positions. Like many organisations in the hospitality and service sectors, differences in gender representation across certain roles can influence the overall pay gap.

We are pleased that our gender pay gap remains low, and we continue to focus on maintaining fair and equitable pay practices across the business. Our commitment includes:

- Ensuring transparent and consistent pay structures
- Supporting career progression and development opportunities for all employees
- Promoting inclusive recruitment practices
- Encouraging diverse representation across all levels of the organisation.

Signed on behalf of Bennett Hay Ltd. 16th of March 2026



Claire Huish
Director of HR & Operations