

THE 1:1 DIET

by CambridgeWeight Plan®

Gender Pay Gap Report 2022

Since April 2017, all companies employing more than 250 people are required to report annually on their gender pay gap and we have followed the guidance published for the 2022 Gender Pay Gap reporting process.

We maintain our full commitment to providing fair and competitive pay and we're confident we pay fairly for the same or equivalent work, regardless of gender. As a proud Employee-Owned business our ambition is to create long-term ownership value for all employees (whom we call Employee Stakeholders).

This comes in many different forms including financial reward & profit distribution, higher levels of jobs satisfaction, a dynamic and engaging business culture and good career development opportunities.



Chris McDermott - CEO

A handwritten signature in black ink, appearing to read 'Chris McDermott', with a stylized, flowing script.



Tyrone Douglas - HR Director

A handwritten signature in black ink, reading 'Tyrone Douglas', in a cursive script.

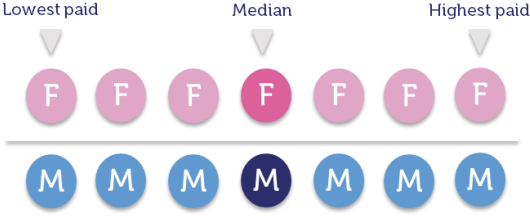
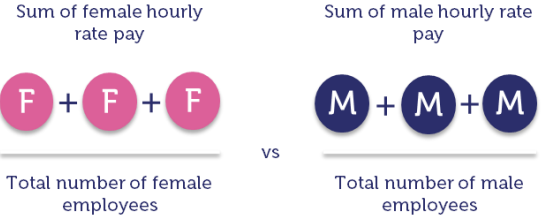
Gender pay gap reporting explained

The gender pay gap shows the difference in the average hourly rate of pay between female and male employees in the business, expressed as a percentage of the average male earnings. A gender pay gap can be driven by a number of factors including, crucially, a lack of women in senior positions.

It is important to note that this is a different issue to equal pay – namely the legal requirement to pay men and women the same for equal work – which is governed by the Equality Act.

Organisations must follow the calculation methodology set out by the Government Equalities Office to report their mean and median gender pay, bonus gap, and distribution across pay quartiles.

Distinguishing between median and mean

Median calculation	Mean calculation
	
<p>The median is the figure that falls in the middle of a range when the wages of all relevant employees are lined up from smallest to largest.</p> <p>The median gender pay gap is calculated based on the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.</p>	<p>The mean is calculated by adding up the wages of all relevant employees and dividing the figure by the number of employees.</p> <p>The mean gender pay gap is calculated based on the difference between mean male pay and mean female pay.</p>

Our gender pay gap

The table below shows our median and mean gender pay gap based on the hourly rates of pay on 5 April 2022.

Gap	Median	Mean
Gender Pay Gap	0%	22%
Gender Bonus Gap	1%	45%

Proportion of males and females receiving a bonus payment



Whilst almost all of our male and female employees received a bonus, slightly less females received a bonus due to a higher proportion of females being recruited at the time of the reporting period who had joined the business in a new financial year and so were not eligible for a bonus during that period.

Proportion of males and females in each quartile band

Quartile	Male	Female
Upper	46%	54%
Upper Middle	32%	68%
Lower Middle	40%	60%
Lower	37%	63%