

## GENDER PAY GAP

August 2020

Gender Pay Gap Reporting is required by law under the 2010 Equality Act Regulations introduced in 2017. Companies with over 250 employees based in the United Kingdom must report on the percentage difference between men and women's salaries based on the below parameters.

- Mean Gender Pay Gap in Hourly Pay
- Median Gender Pay Gap in Hourly Pay
- Mean Bonus Gender Pay Gap
- Median Bonus Gender Pay Gap
- Proportion of Males and Females Receiving a Bonus Payment
- Proportion of Males and Females in Each Pay Quartile

Gender Pay Gap reporting is based on a snapshot date of April 5<sup>th</sup>.

Sticks 'n' Sushi is an international company, with restaurants in Denmark, the UK and Germany however, information in this report is based on UK salaries only. We do not include analysis from other countries in this report as the currency and wage structures differ subsequently, the comparison would be flawed. Our UK portfolio has grown very quickly, since opening our first restaurant in Wimbledon in 2012. We now have nine UK restaurants; seven in London, one in Cambridge and one in Oxford. As of April 5<sup>th</sup> 2020, our UK workforce consisted of 398 employees.

At Sticks 'n' Sushi we pride ourselves on being a diverse workforce. We value inclusivity at all levels of our organisation, therefore should any pay gaps arise we will work towards closing them.

## GENDER PAY GAP RESULTS

PAY RATE	Female	Male*	Difference
Mean	£9.50	£9.50	0%
Median	£9.12	£9.12	0%

\*Two males were excluded from this analysis due to inaccurate data.

## QUARTERLY PAY BAND

Lower	47%	53%
Lower Middle	28%	72%
Upper Middle	31%	69%
Upper	33%	67%
Total	35%	65%



## STICKS N SUSHI

It is worth noting, due to the nature of being a restaurant group, a large proportion of our employees are on similar salaries. This particularly influences the quartile reporting as certain salary scales crossed numerous quartiles. Quartiles were calculated by ranking all salaries in ascending order and dividing into four equal categories, as per governmental reporting guidelines. When salaries crossed numerous quartiles, females and males were allocated into the different quartiles proportionally to their representation at this salary level.

PAID BONUS	Female	Male	Difference
Total Employees Paid	5	14	
Proportion Paid	3.6%	5.4%	- 1.8%
Mean	£2823	£3461	-18.4%
Median	£2500	£4100	-39.0%

Data for paid bonuses is collected annually so this date is from January 2019-December 2019. The *Proportion paid* refers to the proportion of female employees who receive a bonus and the proportion of male employees who receive a bonus. Both the *Difference* figures for median and mean paid employees are given as a proportion of males mean or median pay as per British government guidelines <https://www.gov.uk/guidance/gender-pay-gap-reporting-make-your-calculations?>

### ACTION PLAN

We are committed as an organisation to further increasing the representation of women in our organisation. One of the reasons we believe the discrepancy in bonuses occurs is due to the under representation of women in restaurant General Manager positions, so we are committed to increasing the number of women in these roles in the proximate year. We have also made formalised commitments to increase the number of women in senior management and board positions during the next financial year.

We have developed an *Equal Pay for Equal Work Policy* where we commit to having defined job descriptions for all employees by the end of 2021 with attached defined salary brackets. The same will apply for all newly appointed personnel. This should reduce the potential for discrepancies in salary to occur.

We will continue to search for ways to increase the proportion of women in our organisation as this is an area we can improve. We will conduct an employee survey on satisfaction levels to see if any issues arise and where improvements can be made. We will also explore other options, such as increased access to flexible working patterns for parents, in the hope that such initiatives can create a more equal gender balance across our organisation.

I can confirm the above is true and accurate,

Andreas Karlsson,

Chief Executive Officer