

GENDER PAY GAP REPORT 2021

April 2021

Gender Pay Gap Reporting is a legal requirement in the UK under the 2010 Equality Act for companies with over 250 employees based in the UK. The data presented in this report relates to our UK staff base consisting of 339 employees. In the previous year, this staff base was around 400 employees however, due to the covid-19 pandemic we have barely employed any new staff. Subsequently, when employees left, they were not replaced. Gender Pay Gap reporting is based on a “snapshot date” of April 5th.

A considerable volume of our employees are currently on furlough, the covid-19 pandemic compensation package provided by the UK government. However, all employees have been included in this calculation, whether on furlough or in our workplaces. At the time of writing this report, a number of our furloughed employees are returning to work as we are able to open for outside dining, in-line with the UK governments covid restriction plan, on April 12th. On May 17th, indoor dining will return, at which time we expect to bring our remaining employees back from furlough. Following this date, there is the possibility that new employees will be hired so our staff base could grow in numbers once again.

We will 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
- Proportion of Men and Women in Each Pay Quartile
- Proportion of Men and Women Receiving a Bonus Payment
- Mean Bonus Gender Pay Gap
- Median Bonus Gender Pay Gap

The requirements regarding how the above metrics should be calculated are quite specific, you can read more about this on the UK governments website, available here: <https://www.gov.uk/guidance/making-your-gender-pay-gap-calculations>.

Sticks’n’Sushi is an international restaurant company with restaurants in the UK, Denmark and Germany. 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, meaning any comparison would be flawed. Although legally we are only required to conduct the Gender Pay Gap Analysis for our UK employees, we are inspired by the initiative, and at the time of writing this report, we are also conducting the same analysis for our Danish Staff base.

At Sticks’n’Sushi we pride ourselves on being a diverse workforce, we value inclusivity at all levels of our organisation, and should any issues arise we seek to challenge them.

GENDER PAY GAP RESULTS

PAY RATE	Women*	Men*	Difference
Mean	£9.65	£10.11	5%
Median	£8.72	£8.88	2%

QUARTERLY PAY BANDS

Lower	44%	56%
Lower Middle	32%	68%
Upper Middle	35%	65%
Upper	35%	65%
Total	36%	64%

PAID BONUS

Total Employees Paid	8	14	
Proportion Paid	6.5%	6.5%	0%
Mean	£1662.50	£1661.81	-0.04%
Median	£1,500	£2,000	25%

*Two men and one woman were excluded from this analysis due to inaccurate data.

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.

The number of bonuses in the time period April 2020-2021 are likely lower than normal due to the impact of the covid-19 pandemic. The *Proportion paid* refers to the proportion of female employees who received a bonus and the proportion of male employees who received a bonus. Bonus calculations are based on accumulations of individual employee bonus's, for example, if a single employee receives multiple bonuses then these bonuses will be accumulated.

ACTION PLAN

In the latter half of 2020 we developed an *Equal Pay for Equal Work* Policy. This policy seeks to develop clearly defined job descriptions for all employees with attached salary brackets for all roles. We hope this reduces the opportunities for discrimination in pay to occur. At the time of writing this report, we have developed job descriptions for almost all roles in our restaurant sites with salary brackets for most roles.



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As part of a sustainable restaurant association we are part of in Denmark, called the Restaurateur's Guarantee Association (REGA), we conduct extensive impact assessments bi-annually. One of which is focussed on Human Rights and Workers Rights. This impact assessment is aligned to the UN Global Compacts ten principles and the International Bill of Human Rights, which is formed of the International Covenant on Economic, Social and Cultural Rights (ICESCR) and the International Covenant on Civil and Political Rights (ICCPR). This does cover areas related to gender discrimination and aims to highlight areas where discrimination can occur. Following this, we develop action plans to prevent these risks. We conducted our last Impact Assessment in March 2021 and this highlighted areas where improvements could be made. One such area of improvement regards developing more flexible opportunities for parents working in the restaurants so, we have focussed on this area and continue to do so moving forwards.

We will continue to search for ways to improve gender equality at all levels of our organisation.

I can confirm the above is true and accurate,

Andreas Karlsson,

Chief Executive Officer