

# GENDER PAY GAP REPORTING

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To fulfil the government's requirements for gender pay gap reporting, please see below a report based on a snapshot of our data from 5th April 2021.

At this point in time, all our restaurants were closed for dine-in as the UK was still under a national lockdown due to coronavirus.

More than half of our team were still on full or flexible furlough.

Some of our restaurants were open for delivery/take away services so most of the team who were working at the time were chefs, who are mostly male, and our Head Office team which was male heavy at the time.

This means that, as in 2020, this year's report does not represent how we operate under normal circumstances.

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Pay Rate	Female	Male	Difference
Mean	£10.88	£10.61	-2.5%
Median	£9.70	£9.80	1%
Quarterly Pay Band			
Lower	40%	60%	
Lower Middle	29%	71%	
Upper Middle	23%	77%	
Upper	29%	71%	
Total	31%	69%	

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<b>Paid Bonus</b>	<b>Female</b>	<b>Male</b>	<b>Difference</b>
Total employees Paid	5	9	
Proportion Paid	12%	9%	-25%
Mean	£1260	£1240	-1.6%
Median	£1000	£1500	40%

# CLOSING THE GENDER PAY GAP

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Although this year's report is not necessarily an accurate representation of our day-to-day gender pay, we are aware that there is still work to do in developing and recruiting more senior females.

Since 5<sup>th</sup> April 2021 we have hired two senior female employees in Head Office, and three more female General Managers, which was one of our aims from our 2020 report. This will have a big impact on the 2022 report in the coming year, particularly in the bonus discrepancies.

Below is an outline of the work we will continue to do throughout 2022 to close our gap.

## Training & Development

We will continue to put time, effort and money into developing and growing our internal talent, particularly female chefs, in order to promote females into more senior kitchen roles.

## Flexible Working

We are continuing to explore greater flexible working options for all employees (for example, 4 working days and 'core hours'), which we are hoping to implement later this year with the view that this will create a more equal gender balance across the business.

This report has been reviewed and approved by Andreas Karlsson, Sticks 'n' Sushi CEO