

GENDER PAY GAP  UNITED KINGDOM

April 2022

## GENDER PAY GAP REPORTING - UK

To fulfil the government's requirements for Gender Pay Gap reporting, please see below a report based on a snapshot of our data from 5<sup>th</sup> April 2022 (Payroll period: 28/3/2022 - 24/4/2022).

This year's gender pay gap report reflects how we operate under normal circumstances.

Therefore, it can be difficult to determine the impact of the initiatives to close the gender pay gap, as the figures from this report cannot be compared to the data from last years report. This is due to all our restaurants being closed for dine-in as the UK in that time were under a national lockdown and more than half of our team were on full or flexible furlough.

Furthermore, this year's report is based on data from the pay period including April 5<sup>th</sup> (28/03/2022 – 24/04/2022), where last years report was based on data from the day April 5<sup>th</sup> 2021.

# GENDER PAY GAP REPORTING - UK



Pay Rate	Female	Male	Difference
Mean	£10.17	£10.57	-4%
Median	£9.50	£9.56	-1%
Quarterly Pay Band			
Lower	46%	54%	
Lower Middle	38%	62%	
Upper Middle	40%	60%	
Upper	30%	70%	
Total	39%	61%	

# GENDER PAY GAP REPORTING - UK



<b>Paid Bonus</b>	<b>Female</b>	<b>Male</b>	<b>Difference</b>
Total employees Paid	7	16	
Proportion Paid	3,5%	5%	-30%
Mean	£10,500	£9,215.63	14%
Median	£11,250	£9,500	18%

# CLOSING THE GENDER PAY GAP - UK



Although, we have promoted two females into more senior positions in the kitchen, which was one of our aims from the 2021 report, we are aware that there is still work to do in developing and recruiting more senior females as well as working on further initiatives to close the gender pay gap.

Below is an outline of the work we will continue to do throughout 2023 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 and waiters in order to promote females into more senior roles.

We will develop a new management training program as well as scope a long-term plan that includes specific action points, based on a numeric setup, to be able to measure the progress more rapidly and create transparency.

## **Reporting period**

We will change the reporting period. This means that we, for the 2023 report, will run the data in Q2 2023 instead of Q1 2024, as done in the previous years. This is to set goals based on the current data and focus on the future initiatives in the scope.

Furthermore, we will be able to compare and align the data with additional ESG reporting, to support the initiatives.

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

# GENDER PAY GAP DENMARK

April 2022

## GENDER PAY GAP REPORTING - DK

To streamline the data covering gender pay gap reporting across UK, DK and DE, please see below a report based on a snapshot of our data from **5<sup>th</sup> April 2022** (Payroll period: 15/03/2022 - 14/4/2022).

This year's gender pay gap report reflects how we operate under normal circumstances.

Therefore, it can be difficult to determine the impact of the initiatives to close the gender pay gap, as the figures from this report cannot be compared to the data from last years report. This is due to all our restaurants were closed for dine-in at this point in time, as Denmark was still under a partial lockdown (affecting the hospitality industry).

Furthermore, this year's report is based on data from the pay period including April 5<sup>th</sup> (15/03/2022 – 14/04/2022), where last years report was based on data from the day April 5<sup>th</sup>, 2021.

# GENDER PAY GAP REPORTING - DK



Pay Rate	Female	Male	Difference
Mean	DKK 144,8	DKK 162	-11%
Median	DKK 130	DKK 140	-7%
Quarterly Pay Band			
Lower	54%	46%	
Lower Middle	56%	44%	
Upper Middle	51%	49%	
Upper	32%	68%	
Total	48,5%	51,5%	



# CLOSING THE GENDER PAY GAP - DK



Although, we have been working towards promoting females into more senior positions, we are aware that there is still work to do in developing and recruiting more senior females as well as working on further initiatives to close the gender pay gap.

Below is an outline of the work we will continue to do throughout 2023 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, waiters and junior management in order to promote females into more senior roles.

We will develop a new management training program as well as scope a long-term plan that includes specific action points, based on a numeric setup, to be able to measure the progress more rapidly and create transparency.

## **Reporting period**

We will change the reporting period. This means that we, for the 2023 report, will run the data in Q2 2023 instead of Q1 2024, as done in the previous years. This is to set goals based on the current data and focus on the future initiatives in the scope.

Furthermore, we will be able to compare and align the data with additional ESG reporting, to support the initiatives.

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

# GENDER PAY GAP BERLIN

April 2022

## GENDER PAY GAP REPORTING - DE

To streamline the data covering gender pay gap reporting across UK, DK and DE, please see below a report based on a snapshot of our data from **5<sup>th</sup> April 2022** (Payroll period: 15/03/2022 - 14/4/2022).

At this point in time, we operated two restaurants in Berlin, which can have an impact on the percentage gap seen in this year's report compared to the year before when we were only operating one.

Furthermore, this year's report is based on data from the pay period including April 5<sup>th</sup> (15/03/2022 – 14/04/2022), where last year's report was based on data from the day April 5<sup>th</sup>, 2021.

# GENDER PAY GAP REPORTING - DE



Pay Rate	Female	Male	Difference
Mean	€ 13,63	€ 14,11	-3%
Median	€ 12,00	€ 12,50	-4%
Quarterly Pay Band			
Lower	41%	59%	
Lower Middle	64%	36%	
Upper Middle	32%	68%	
Upper	30%	70%	
Total	42%	58%	

# CLOSING THE GENDER PAY GAP - DE



Although, we have been working towards promoting females into more senior positions, we are aware that there is still work to do in developing and recruiting more senior females as well as working on further initiatives to close the gender pay gap.

Below is an outline of the work we will continue to do throughout 2023 to close our gap.

## **Training & Development**

As well as in UK and DK we will continue to put time, effort and money into developing and growing our internal talent, in order to promote females into more senior roles.

We will develop a new management training program as well as scope a long-term plan that includes specific action points, based on a numeric setup, to be able to measure the progress more rapidly and create transparency.

## **Reporting period**

We will as well in DE change the reporting period. This means that we, for the 2023 report, will run the data in Q2 2023 instead of Q1 2024, as done in the previous years. This is to set goals based on the current data and focus on the future initiatives in the scope.

Furthermore, we will be able to compare and align the data with additional ESG reporting, to support the initiatives.

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