



# Gender Pay Gap Report (2023)

# Overview

The Wolseley Hospitality Group encompasses some of London's most iconic restaurants and employs over 900 people, serving millions of guests each year in our current portfolio of 9 restaurants as of 5 April 2024.

Our long and successful history is in no small part due to our amazing teams that have worked for us in our diverse range of restaurants. We pride ourselves in creating places where people feel they belong by offering the highest standards of service within beautiful settings for each and every guest. Our success is built on our people and we continually strive to ensure all areas, and all levels of our business have a diverse range of employees who are passionate about hospitality and want to participate in the ongoing success and development of our business.

As a people first business we are committed to giving equal opportunities and equal treatment to all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

Our restaurants have a very loyal and engaged following of guests worldwide appealing to a diverse range of people. Our culture and employee's attitude to diversity and equality is vital to meeting the needs of our guest, and ensuring the ongoing success of our group. Our people are exceptional and deliver hospitality from the heart with integrity. We embrace diversity and are fully committed to continuing to reduce our gender pay gap. We create places where people feel they belong.

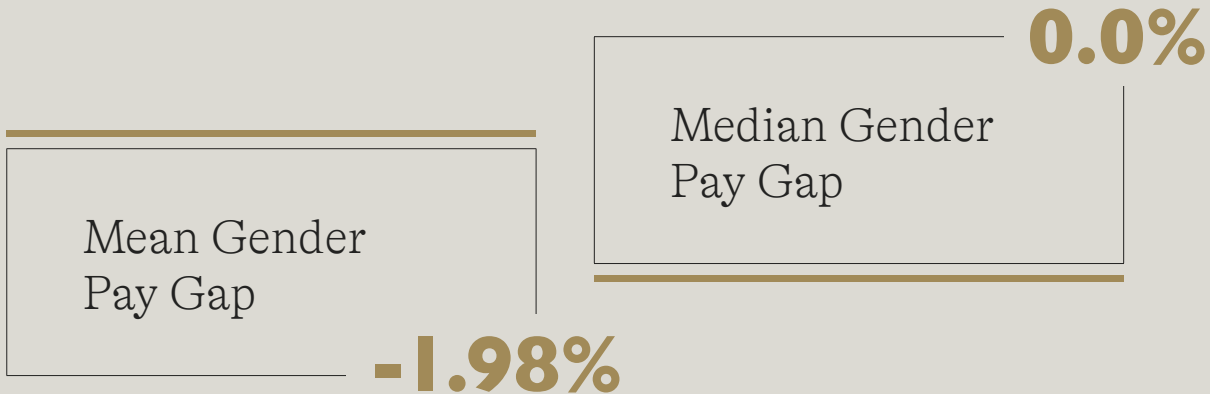
Over  
**900**  
People

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**09**  
Restaurants

# Pay Rate

This report is a snapshot for the date of 5 April 2023. The total relevant employees at the snapshot date were 757, of those, 69% were men and 31% were women

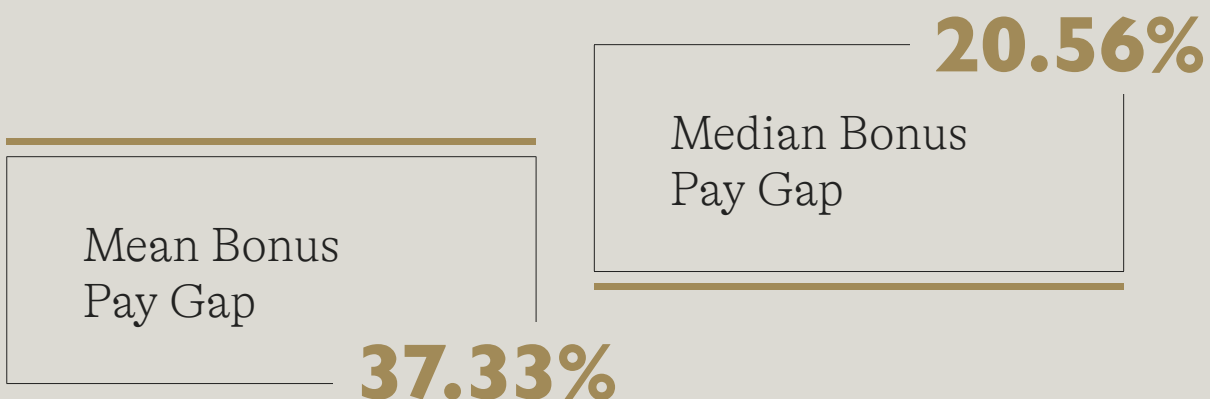


# Bonus Pay

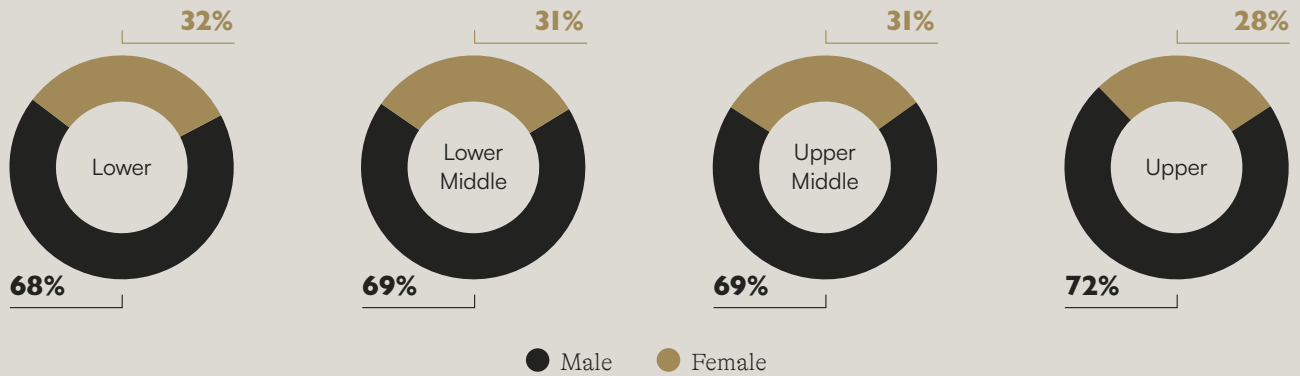
The bonus schemes and incentives we have in place across the Company differ by role and level. The calculations of the mean and median bonus pay have been taken from the 12 months ending on 5th April 2023.

The mean bonus gap is higher than we would wish but can be explained by the fact that more males achieved the criteria to earn a performance bonus and they predominately worked in operations and kitchen management teams which is reflective of these positions across the sector.

The proportion of men employed by the Company who received a bonus in the 12 months up to 5 April 2023 was 3.44%, while for women this was 1.28%. This reflects the higher proportion of men in management in our restaurants which, under our current policy, attract a performance bonus.



# Pay Quartiles



The Wolseley Hospitality Group is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women were working full time within the organisation.

This imbalance of roles is typical for our industry, however we are working towards creating more evenness between the ratio of men to women in roles and are confident that this is systemic of the industry rather than any bias in our recruitment.

On 8th of March 2024, we launched **BE ANYTHING**, a leadership programme designed to inspire and develop more female leaders. **BE ANYTHING** aims to combat the under-representation of women in our industry.

We are satisfied that equality exists across job roles with structured salary bands being reviewed annually against market rates and business performance.

The bonus payments are received for those achieving performance-based criteria and will, in the main, apply to the those working in the Head Office, General Manager and Head Chef roles. The bonus schemes are KPI led and paid only when those KPI's, which are included equally across every role of the same level are met.

We continually aim to improve the balance of male and female employees within the Company and this will be an ongoing focus. We are committed to ensuring that there is no restriction on the opportunity for career progression within our business.

*I, Janene Pretorius, Director of People and Culture, confirm that the information in this statement is accurate.*

Signature: 

Date: 26<sup>th</sup> March 2024