



# Gender Pay Gap Report (2024)

# Overview

The Wolseley Hospitality Group encompasses some of London's most iconic restaurants and employs over **850 people**, serving millions of guests each year in our current portfolio of **9 restaurants** as of 5 April 2025.

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 on 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 employees' attitude to diversity and equality is vital to meeting the needs of our guests, 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 continue reducing our gender pay gap. We create places where people feel they belong .

Over  
**850**  
People

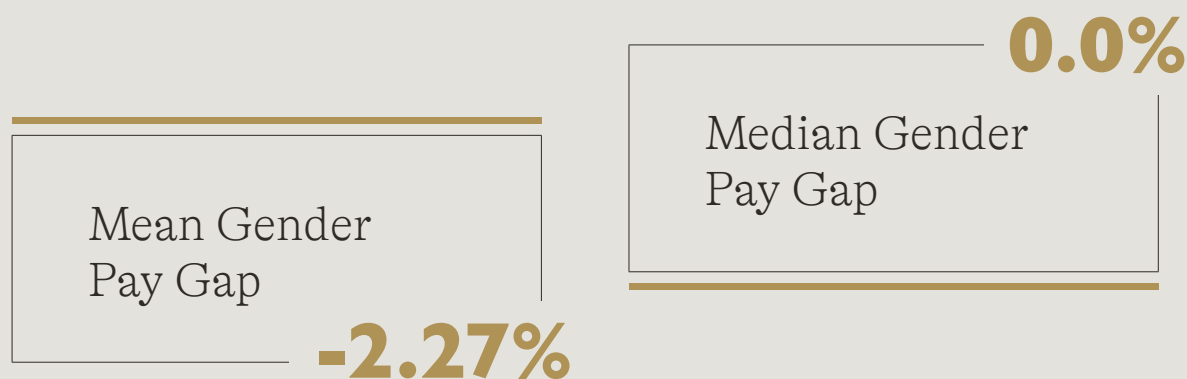
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**09**  
Restaurants

# Pay Rate

This is its report for the snapshot date of 5 April 2024. The total relevant employees at the snapshot date were 884, of those, 71% were men and 29% were women.

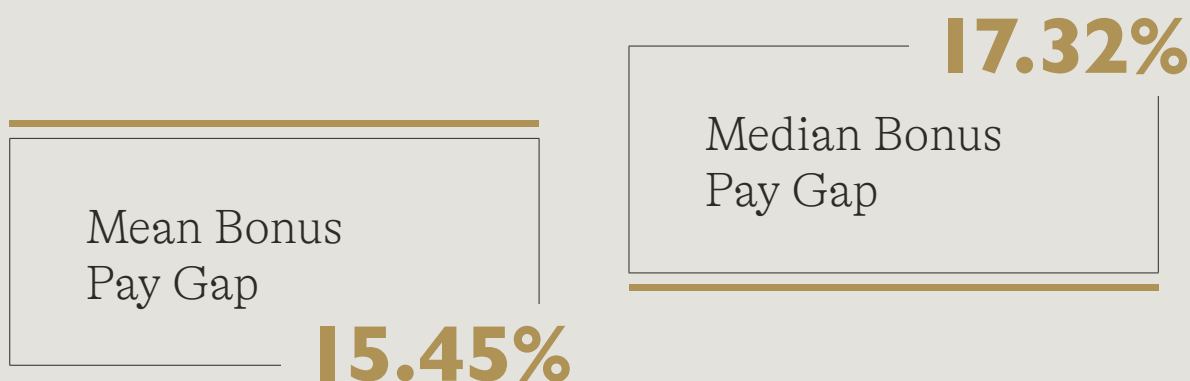
The Wolseley Hospitality group has a mean gap of 2.27% which is lower than the current UK average. It's important to clarify that this gap reflects representation, not equal pay. Our figure is in favour of women, this is due to more senior positions in Head Office being held by women. Additionally, our median pay gap is 0.0%.



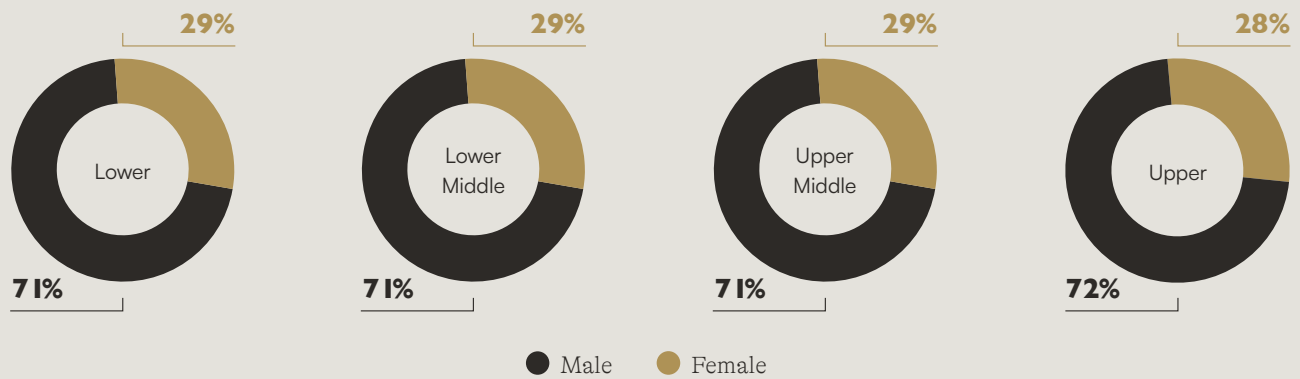
# Bonus Pay

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 2024. The mean bonus gap is larger than we would like, but can be attributed to 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.

For the 12 months leading up to April 5, 2024, 3.44% of men employed by the company received a bonus, compared to 2.32% of women. This difference reflects the higher proportion of men in management roles within our restaurants, which, under our current policy, are eligible for performance bonuses.



# Pay Quartiles



The Wolseley Hospitality Group is confident that the gender pay gap within the company does not arise from paying men and women differently for the same or equivalent work. Instead, the gap is due to the roles in which men and women are employed full-time within the organisation.

This role imbalance is common across our industry; however, we are working toward a more balanced gender ratio in these positions and believe that the gap reflects broader industry trends rather than any biases in our recruitment process.

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 have already had 16 women complete the program and launched a second cohort on March 8, 2025, to continue fostering female leadership within our business.

We are confident that pay equality exists across job roles, with structured salary bands reviewed annually based on market rates and business performance.

The bonus payments are received for those achieving performance-based criteria and will, in the main, apply to 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 remain committed to improving the gender balance within the company, and this will continue to be a key focus. We are dedicated to ensuring that all employees have equal opportunities for career advancement within our business.

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

Signature: 

Date: 20<sup>th</sup> March 2025