

The Restaurant

Group plc

Leisure & Concessions

2021 Gender Pay Gap



Our People

“We are committed to building an inclusive culture where our teams and customers feel that they belong and are treated equally. For our employees, equality of opportunity is incredibly important to us. At The Restaurant Group, pay is based on an individual’s role.

In line with the UK government guidance, data analysis for the current reporting year requires us to report on fully paid employees as of 5th April 2021.

At this time, following the COVID-19 pandemic, many of our Restaurants were closed to the public with teams placed on furlough.

Whilst just 395 people continued to work, the majority of employees could not be included in the data analysis for our Gender Pay Gap report in line with the strict government reporting rules.

Our report reflects a very small % of our workforce, we therefore do not believe that it illustrates an accurate reflection of the true position of our Gender pay.



The
Restaurant
Group plc

Frankie & Benny's

CHIQUITO

FIREJACKS
MEAT | FIRE | FRIENDS

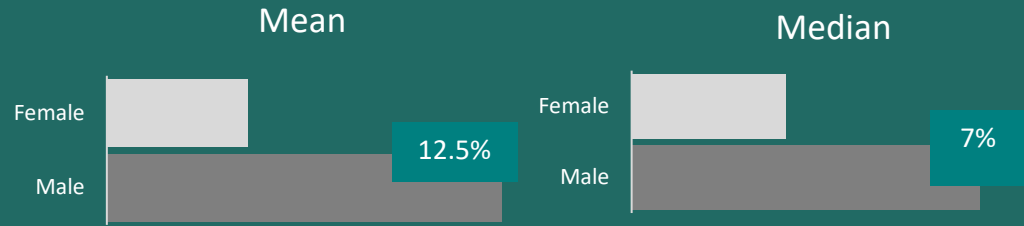


COAST TO COAST
AMERICAN RESTAURANT & BAR

FILLING STATION
American Restaurant & Bar

trg
concessions

Gender Pay Gap 2021

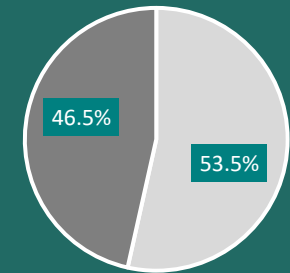
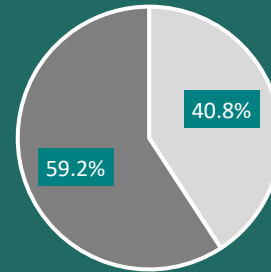


Our mean gender pay gap for 2021 is 12.5%. This has positively changed in favour of female staff since 2020 - 28.6% since 2020.

This data does represent a better reflection of our teams in comparison to last year however just 395 full-pay relevant employees were included in this data, due to our sites remaining closed following the covid 19 pandemic.

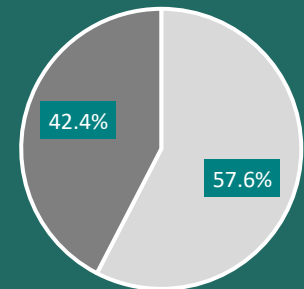
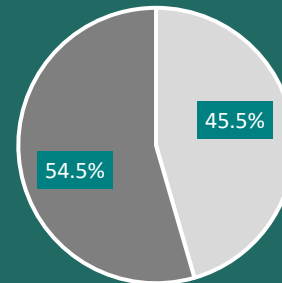
Our Median pay gap for 2021 is 7%, again seeing a positive change in favour of female staff -35.1% since 2020.

Upper Quartile Upper Middle Quartile

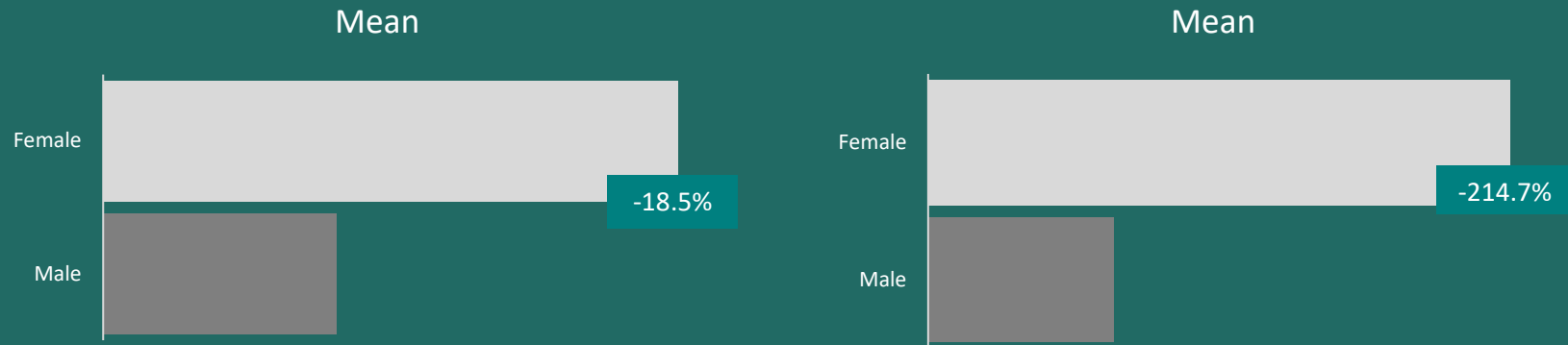


Lower Middle Quartile

Lower Quartile



Bonus pay gap 2021



Gender Bonus pay gap calculations for 2021 includes all team members on the snapshot date of 5th April, regardless of whether they received their usual full pay.

The mean bonus pay gap is -18.5%

The Median bonus pay gap is -214.7%

Our bonus pay gap calculations are in favour of our female staff, however this is not a true reflection of our business as we have been impacted by no bonus payments being made to our Head Office function staff.

The Bonus pay gap calculations are solely derived from site level staff, including tronc. Tronc is the tips that are paid out to our FOH staff, where the majority of roles are held by female staff.

Bonus pay

42.3% males received a bonus in 2021 compared to 57.6% of females.

This is in favour of our female staff due to Tronc payments being paid to our FOH staff where the majority of roles are held by females.

