



Leisure & Concessions 2022 Gender Pay Gap

The
Restaurant
Group plc

Frankie & Benny's

CHIQUITO

FIREJACKS
MEAT | FIRE | FRIENDS

OUR
BRANDS

COAST TO COAST
AMERICAN RESTAURANT & BAR

FILLING STATION
American Restaurant & Bar

trg
concessions



Our People

Our business is built on people, from our customers to our team members. We pride ourselves on operating great restaurants, and we are committed to building an inclusive culture within our teams.

We recognise and value our people based on their individual contribution, and we focus on developing and progressing all our team, ensuring opportunities are accessible to all. We are committed to a culture of belonging which is fair, inclusive and equal for all our team members.

Our gender pay gap report for 2022, as reported in 2023, used a snapshot date in April 2022. Reporting on gender is a legal requirement, however we also value and appreciate anyone who identifies differently from their legal status and fully support our non-binary team members and guests.

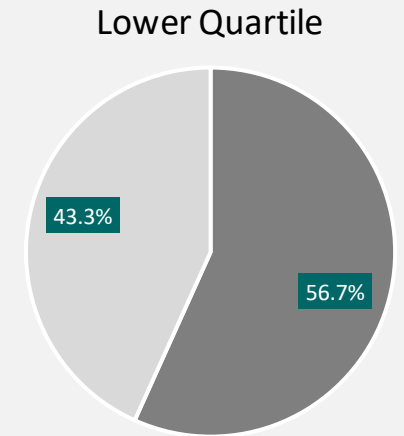
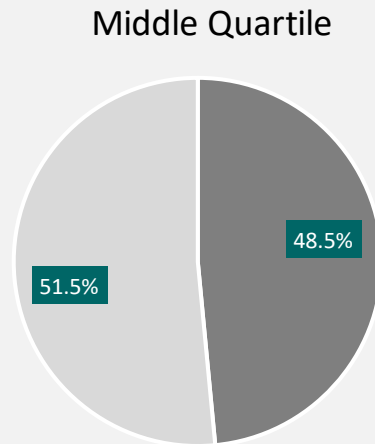
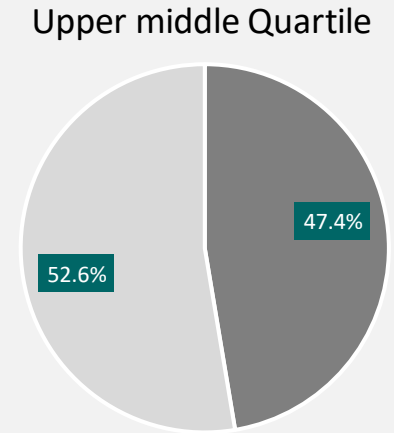
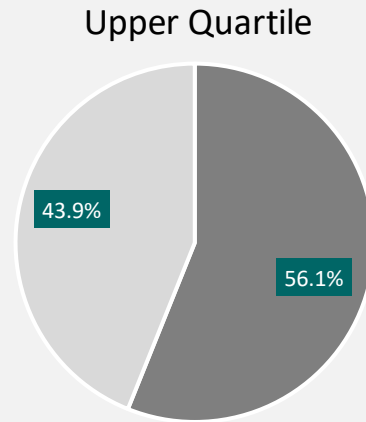
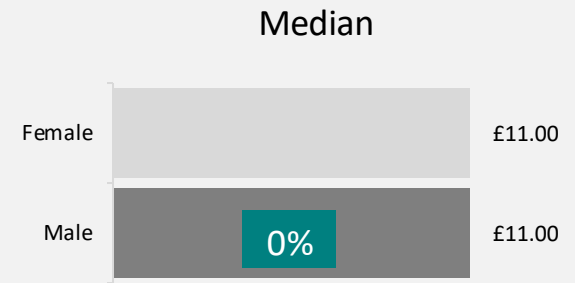
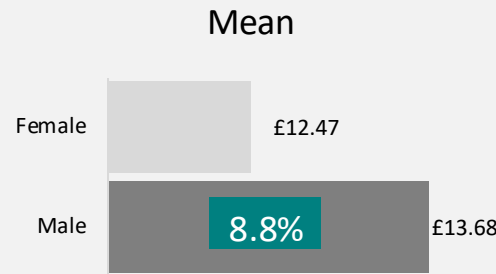
Jacqui McManus,
People Director

Gender Pay Gap 2022

Our mean gender pay gap for 2022 is 8.8%. This has positively changed in favour of female staff since 2022, -3.7% since 2021.

This data represents a better reflection of our teams in comparison to last year with last year still being impacted by Covid-19 and the majority of our teams being placed on furlough.

Our Median pay gap for 2022 is 0%, again seeing a positive change in favour of female staff -7% since 2021.



Bonus pay gap 2022



Gender Bonus pay gap calculations for 2022 include all team members on the snapshot date of 5th April.

The mean bonus pay gap is 30%

The Median bonus pay gap is -69.8%

Our mean bonus pay gap calculations have changed significantly in 2022, from -18.5% in 2021 to 30% in 2022, in favour of male employees, this is due to bonus payments being paid to our head office employees in 2022, when they were not paid in 2021.

Our Median bonus pay gap is still in favour of our female staff due to tronc payments being made to our front of house employees, where the majority are female.

Bonus pay

59% of males received a bonus in 2022., 41% of males did not receive a bonus.
70.1% of Females received a bonus in 2022, 29.9% females did not receive a bonus.

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

