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Gender Pay Gap Report 2023

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COMPTOIR GROUP

COMPTOIR
LIBANAIS

shawa
LEBANESE GRILL

YallaYalla
LEBANESE KITCHEN

kenza

+ About Gender Pay Reporting

The gender pay gap is the difference between the average pay of men and women in an organisation. In 2017, the Government introduced legislation that requires employers to publish a report on how they pay their employees. As an employer with 250 or more employees, we are required to report our gender pay gap data.

Equal pay differs to gender pay gap. It means that men and women performing equal work, or work of equal value, must receive equal pay. Equal pay has been a legal requirement for decades and is currently covered by the Equality Act 2010. It applies to salary and all contractual terms and conditions of employment, such as holiday entitlement, bonuses, pay and reward schemes, pension payments.

The gender pay gap however measures the difference between men and women's average earnings in an organisation. It does not take into account people's roles or seniority.

Our results were submitted to the UK Government's Gender Pay Gap Service and are based on data taken as on that date, of our 564 employees.

Our food service business comprises of four brands, Comptoir Libanais, Shawa, Kenza and Yalla Yalla. We have a passion for what we do, strive for excellence and keep our people, guests and teams, at the heart of our ambition. We care for our diverse team of people who remain our greatest asset and strive daily for fair practices across all our brands.

We are committed to building a company which people want to be part of and we encourage an environment where every person is recognised, valued and can grow as far and fast as their talent and passion allow.

+ Gender Pay Results

Median Pay Gap: -0.4% in favour of the female workforce, compared to 0.0% in 2020 and -0.3% in 2018.

This number is a measurement of the gap between the mid point of all hourly female employees versus all hourly male employees.

Mean Pay Gap: 5.1% in favour of the male workforce, compared to 6.4% in 2020 and 8.3% in 2018.

This measure shows the difference in hourly rate of pay between men and women. To do this, we add up the pay of all women within Comptoir Group and divide this by the total number of women in Comptoir Group. We then repeat it for the men in Comptoir Group. The mean gender pay gap is the difference between these two amounts.

Main contributing factor in this Mean Pay Gap result, is the higher proportion of males in middle quartile roles.

According to the Office of National Statistics, among full-time employees the gender pay gap in April 2022 was 8.3%; then 7.7% in April 2021 and 9.0% in April 2019 (pre-coronavirus (COVID-19) pandemic).

Bonuses paid by gender demonstrate excellent practice with almost equal results, a great improvement on previous years.

Our Pay by Quartile measurements highlight the male to female ratio throughout our workforce.



+ Bonuses by Gender

Bonuses paid to each gender are almost equal in volume, a mean of 24.6% in favour of males an increase on previous years (21% in 2021).

This is contributed to by the greater male population in senior roles as bonuses paid are proportionate to salary which increase with seniority.

	2022	2021
Mean Bonus Percent	24.6%	20.9%
Median Bonus Percent	33.2%	30.0%
Male Bonus Percent	79.4%	86.7%
Female Bonus Percent	81.2%	80.7%

+ Pay Quartiles

Our Pay Quartile measurements places emphasis on the male to female ratio throughout our workforce.

Although we are making progress, it illustrates our workforce is predominantly male with 31% female, (up from 24% in 2018).

Year on Year an increase of women representation can be seen in the Lower Middle and Upper Middle quartile, proven by our growth in female representation at assistant management and supervisory levels, where we hold see an equal gender split.

We are proud that our Front of House brigade is also balanced, at 53% female to 47% male, however the male prominence in Back of House widens the gender split in the lower quartiles.

2022	Male	Female
Lower Quartile	80.1%	19.9%
Lower Middle Quartile	63.1%	36.9%
Upper Middle Quartile	64.5%	35.5%
Top Quartile	71.6%	28.4%

2021	Male	Female
Lower Quartile	67%	33%
Lower Middle Quartile	71%	29%
Upper Middle Quartile	66%	34%
Top Quartile	58%	42%

+ Closing the Gap

Our business is proud to serve guests throughout the UK to a diverse customer base and our industry is known for its ability to offer an environment for all people, from all walks of life, to forge a career in the hospitality industry. We hope that with continued positive change we will begin to see more gender balance in the future.

- ❖ We are committed to gender equality and are continually furthering our efforts to attract, engage and develop the female workforce across the business.
- ❖ We want to challenge the norm for the industry and explore ways we may grow our female membership at all levels, with a key focus on identifying any barriers that may prevent more women from working in our kitchens.
- ❖ We continue to maintain a transparent and fair pay system based on roles, which supports our passion for pay equality, and our benefit, reward and recognition schemes are borne with everyone in mind to celebrate personal achievements, performance and progression.
- ❖ We are committed to offering career pathways to all departments, and ensure they target gender balance and diversity, and through multi platform delivery we can adapt to everyone's needs for personal and professional growth.
- ❖ We actively promote flexible working and our operational job design enables part time working and/or variable shift patterns at any stage in their employment, and this is considered an opportunity to address recruitment challenges by enabling flexibility in mid management and support office roles.
- ❖ We actively review company practices, policies and procedures to ensure our roles in every department are attractive and accessible to all, and ahead of our competitive set.

