



# BUSABA EATHAI 2018 GENDER PAY GAP REPORT





## COMMENTARY

Busaba's values mean that we are committed to our teams' happiness and we think their happiness is as important as that of our guests. We know their happiness directly impacts our guests experience.

We are committed to being a fair and equal employer, we have 29 nationalities working at Busaba and we are proud of our diverse workforce. Our aim is to provide a successful and fulfilling career for all of our team members in a healthy, diverse and truly inclusive working environment.

Over the last year we have been committed to developing more women into our kitchen leadership roles to promote diversity in our kitchen teams and we remain confident that our teams are paid equally for doing equivalent jobs across our business.

I confirm that the Gender Pay and Bonus Gap calculations and the data provided for Busaba Eathai Limited are accurate and were calculated using data for 5th April 2018.

Jenny Aspray, Head of People

# PAY GAP

*Pay Gap*

*Figure 1*

**Ordinary Pay**

**Mean**

-4%% (NA: 11.8%)

**Median**

-3% (14%)

*National Average ("NA")*

Figure 1 illustrates our mean and median gender pay gap for ordinary pay as at 5 April 2018. The results demonstrate that women's pay is 4% higher on average than men's. The -4% pay gap compares favourably to the national average of 11.8%.

Figure 1 also shows that our median gender pay gap is -3% (versus a national average of 18%), illustrating that the female employees' pay is 3% higher than male employees pay. This is because although there are less women working in Busaba, a higher percentage of those woman occupy managerial and head office roles compared to men.





# BONUS GAP

Figure 2

	Mean	Median
Bonus Pay	44%	16%

Figure 2 illustrates our mean and median gender bonus pay gap as at 5 April 2018. The results demonstrate that the mean bonus gap was 44%, suggesting that our male colleagues receive higher bonuses than our female colleagues. All our bonus payments are based on performance objectives and paid to the team who achieve the bonus criteria.

The median bonus pay gap is 16%, which suggests that a higher number of men are receiving bonuses. As mentioned above this is because there are 2.1 times as many male employees in Busaba compared to female employees.

## Proportion of employees receiving a bonus

Percentage of men receiving bonus	2.8%
Percentage of women receiving bonus	1.5%







## Pay quartiles

	Lower	Lower Middle	Upper Middle	Upper Quartile
Men	87%	64%	64%	63%
Women	13%	36%	36%	37%

This shows the gender distribution across four bands. These are calculated based on listing the lowest to highest paid member of our team and splitting into 4 equal quartiles. These results are slightly distorted as they do not take into account the fact that Busaba employ more men than women. However, the figures do show that a higher percentage of the roles undertaken by women are either managerial or in head office. 99% of our team are based in restaurants so are represented across all the quartiles.

## Learnings

In line with the restaurant industry, our kitchen team are predominately male, with fewer females applying to work in these roles, such as chefs. As a company we are promoting flexible working and a variety of shift patterns to attract females to these roles.

We are relentless in our pursuit of fairness, and where there is a gap which cannot be explained, we will work to reduce that gap and, in the longer term, eradicate it entirely. Whilst we will always strive to improve, overall we are satisfied with the results of our report and confident that men and women are paid equally for equivalent roles in our business.