




**BUSABA EATHAI 2017
GENDER PAY GAP REPORT**



The background of the entire slide is a photograph of Wat Arun in Bangkok, Thailand, taken at sunset. The temple's intricate architecture is silhouetted against a bright, glowing orange sun. Several birds are captured in flight against the sky. In the foreground, a small boat with a canopy is on the water.

Busaba Eathai is committed to being a fair and equal employer, and we are proud of our diverse workforce.

Our aim is to provide a successful and fulfilling career for our team in a healthy, diverse and truly inclusive working environment.

We are confident that men and women are paid equally for doing equivalent jobs across our business.

Whilst we recognise that there is always room for improvement, overall we are satisfied that there is not a significant gender pay gap within our workforce.



PAY GAP

Pay Gap

Figure 1

Ordinary Pay

Mean

1% (NA: 17%)

Median

-8% (NA: 18%)

National Average ("NA")

Figure 1 illustrates our mean and median gender pay gap for ordinary pay as at 5 April 2017. The results demonstrate that men's pay is 1% higher on average than women's. This is due to there being more male employees than female in the top pay quartile, which is in turn due to the fact that there are 2.3 times as many male employees in Busaba compared to female employees. Whilst there is room for improvement, the 1% pay gap compares favourably to the national average of 17%.

Figure 1 also shows that our median gender pay gap is -8% (versus a national average of 18%), illustrating that the female employees' pay is 8% 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	56%	39%

Figure 2 illustrates our mean and median gender bonus pay gap as at 5 April 2017. The results demonstrate that the mean bonus gap was 56%, suggesting that our male colleagues receive higher bonuses than our female colleagues. The figures are distorted by the fact that two employees received unusually high bonus payments. If this anomaly is removed, the mean percentage falls to -78%, showing that in terms of average bonus payments, women are actually receiving higher bonus payments.

The median bonus pay gap is 39%, which suggests that a higher number of men are receiving bonuses. As mentioned above this is because there are 2.3 times as many male employees in Busaba compared to female employees.

Proportion of employees receiving a bonus

Percentage of men receiving bonus	7%
Percentage of women receiving bonus	11%





SUMMARY

Pay quartiles

	Lower	Lower Middle	Upper Middle	Upper Quartile
Men	91%	65%	58%	65%
Women	9%	35%	42%	35%

Figure 4 shows the gender distribution across four bands. 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.

Learnings

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, as they provide us with a good base from which we can improve.