

GENDER PAY GAP

What is the gender pay gap?

Gender pay gap is a measure of the difference in the average pay of men and women (all basic pay is converted to hourly rates). It is different from an equal pay comparison, which would involve direct comparison of two groups of people carrying out same, similar or equivalent work.

How are the median / mean gaps calculated?

The median gender pay gap is the difference in pay between the middle earner in the men and women's cohort

The other measure is the mean gender pay gap, which shows the difference in average hourly rate of pay between female and men colleagues.

How are pay quartiles calculated?

Quartiles are calculated by listing the pay rates of every colleague in the Legal entity from lowest to highest, before splitting that list into four equal-sized groups and calculating the percentage of men and female in each.

What's included in our calculations?

Calculations of mean and median pay and of quartile pay bands are based on data from relevant full-pay employees who were working with us on 5 April 2021. Bonus calculations use bonus pay from the twelve months ending on 5 April 2021 for all relevant employees.

Context

In 2020 a large number of colleagues were furloughed in compliance with UK Government legislation. Most significantly impacted was our Food Service business, which employs a higher percentage of females, a significant number of whom are in supervisory and management positions.

In 2021, a large number of colleagues had returned from furlough, and this gives us a more accurate picture of our gender pay gap position, however we still had colleagues in the food business on furlough.

The gender pay gap differential is influenced by the distribution of men and women in various roles across the organisation and not our overall approach to pay, which uses standardised processes that are not linked in any way to gender.

The mean hourly pay gap and mean bonus pay gap is a result of the higher pay and higher bonuses offered to our management and senior management population, a higher percentage of whom are men.

EG

HOURLY PAY		2021
Mean Hourly Pay Gap	8.5%	
Median Hourly Pay Gap	0.0%	

BONUS PAY		2021
Mean Bonus Pay Gap	18.3%	
Median Bonus Pay Gap	68.5%	

	male	female
Proportion of employee who received a bonus	58.3%	56.0%

Percentage of men and female employees by pay quartile		
HOURLY PAY QUARTILES	M	F
Upper (Highest Pay)	53.9%	46.1%
Upper Middle	49.8%	50.2%
Lower Middle	41.3%	58.7%
Lower (Lowest Paid)	51.7%	48.3%

- When average hourly rates are compared men are paid 8.5% more than women, an improvement on 2020 (14.9%), and the median hourly pay gap is 0% an improvement on 2020 (4.3%).
- Over half the female and male population received a bonus in 2021, with slightly more men receiving a bonus than women, however the bonus payments made to men was on average 18.3% higher than the bonus payment made to female.

Scotco

The Herbert Group was acquired by EG in March 2020. We were not required to report on the GPG in 2021 due to the majority of colleagues being furloughed. Comparison to previous year's data is not possible due to the restructuring of the 11 acquired business to 4 new legal entities.

HOURLY PAY	2021
Mean Hourly Pay Gap	2.2%
Median Hourly Pay Gap	0.0%

BONUS PAY	2021
Mean Bonus Pay Gap	5.5%
Median Bonus Pay Gap	37.0%

% of people receiving bonus pay	Male	Female
	94.80%	100%

Percentage of men and female employees by pay quartile		
HOURLY PAY QUARTILES	men	female
Upper (Highest Pay)	50.8%	49.2%
Upper Middle	58.8%	41.2%
Lower Middle	55.3%	44.7%
Lower (Lowest Paid)	55.0%	45.0%

- When average hourly rates are compared, men are paid 2.2% more than women, and the median Hourly pay gap is 0%
- 100% of the female population received a bonus in 2021, however the bonus payments made to men were on average 5.5% higher than the bonus payment made to female.
- The median bonus pay gap is driven by the representation of men in senior positions compared to female.
- Pay Quartiles at the upper and upper middle level favour male colleagues which impacts the bonus payment differentials

LEON

	Hourly Pay
Mean	28.90%
Median	0.00%

	Bonus Pay
Mean	-33.30%
Median	9.50%

% of people receiving bonus pay	men	female
	22%	16.50%

Proportion of male and female employees according to quartile pay bands

	men	female
Upper quartile	47%	53%
Upper middle quartile	45%	55%
Lower middle quartile	42%	58%
Lower quartile	49%	51%

- In 2021, many employees had returned from furlough, however we still had employees on furlough at the snapshot date, a significant number of whom were in support and management position. Women made up 54% of our workforce in April 2021 and they constituted the majority across all roles, except senior team. However in 2022 the senior team is now >60% female.
- While our median hourly gap is 0%, our mean hourly gap is higher at 28.9%, mainly driven by the underrepresentation of women in the senior team historically.
- If we were to calculate the gender hourly pay gap based only on restaurant population, which constitute 90% of our total workforce, there would be a median hourly pay gap of 0.0% and a mean pay gap of 0.4%.
- When looking at bonuses, although less women than men received bonus pay (16.5% and 22.0% respectively), the mean bonus pay gap is 33.3% higher for female.
- There is a gap of 9.5% with respect to median bonus pay influenced by the number of hours worked by hourly team members who are at the middle bonus pay point.

IMPROVEMENT ACTIONS

