

GIRAFFE CONCEPTS LTD
GENDER PAY GAP
REPORT 2017

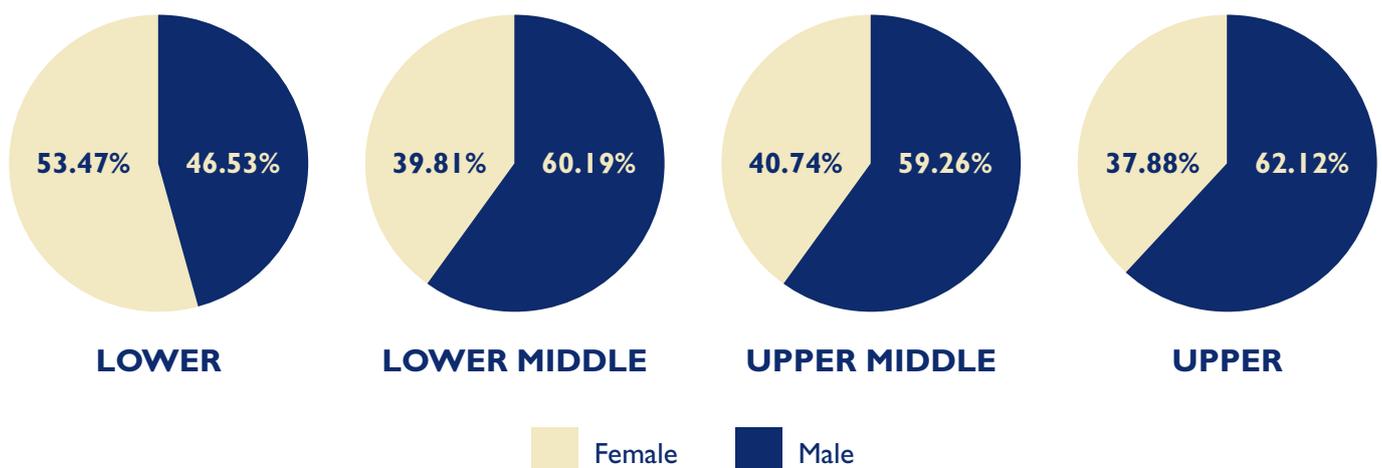
The gender pay gap is not the same thing as equal pay. Equal pay is about ensuring men and women performing the same or similar work are paid the same. By contrast, the gender pay gap is the statistical output of a calculation that involves grouping all employees performing all jobs together into one pool.

The UK government requires all employers with 250 or more employees to disclose their gender pay gap on an annual basis. The figures for **Giraffe Concepts Ltd (Giraffe and Ed's Easy Diner)** for 2017 are set out below.

PAY AND BONUS GAPS

	MEAN	MEDIAN
PAY GAP	8.01% Lower	4.65% Lower
BONUS GAP	79.98% Lower	16.67% Lower

QUARTILES



PERCENTAGE OF MEN AND WOMEN RECEIVING BONUSES

MEN	11.15%
WOMEN	6.14%

Our mean pay gap of 8.01% is significantly below the UK national mean gap of 17.4% and the median is also healthier at 4.65% compared to 18.4%. There are more women in our lower paid roles, but fewer in higher paid roles which influences our gender pay gap.

The bonus gap is 79.98%. Our mean bonus gap is influenced by fewer females working in senior roles that attract a bonus. This is found where many of our Operational, Head Chef and Kitchen Management roles that attract a bonus are held by more males than females.

We know we have work to do to close our pay gap and we are committed to reducing it. But we know that the gaps cannot be closed overnight. The gender pay gap is a complex issue caused by a multitude of different factors, not all of which are within our control. Over the coming weeks, months and years we will be working hard to better understand what we can do to ensure we make the most of all of the talents of all of our team members, and we want to hear from them with any ideas that they have to reduce our pay gap and make **Giraffe Concepts Ltd** an even better place to work.

In the meantime, we continue to review our recruitment policies and procedures. We also take pride in offering opportunities to help people get into work irrespective of gender.

I confirm that this information is accurate at the time of publishing.



Tom Crowley, CEO