



Pho

Gender Pay Reporting
April 2018

Difference in mean hourly rate: 4.5%
Difference in median hourly rate: 2.8%

Difference in mean bonus pay: -13.1%
Difference in median bonus pay: -15.5%

Percentage of employees who received bonus pay: 7.3% Male & 10.6% Female

Employees by pay quartile
Upper Quartile: 56.4% Male & 43.6% Female
Upper Middle Quartile: 62.4% Male & 37.6% Female
Lower Middle Quartile: 48.9% Male & 51.1% Female
Lower Quartile: 48.5% Male & 51.5% Female

At Pho we are committed to gender equality. We have slight differences in pay between men and women with most of our metrics balanced marginally in favour of women. There is a small skew towards men in the higher income quartiles, which is due to an industry-wide statistic that shows there are more men than women working in kitchens. This is something we are keen to address with our Chef Development Academy initiative - one of the objectives of which is to help women develop a career in the kitchen, as well as encouraging and enabling part-time and flexible working.

I can confirm the data reported is accurate.

Mark Smith, MD