

Gender Pay Reporting April 2021

Headcount: 506

Sample size hourly pay gap: 44 full pay relevant employees (as all other employees had been furloughed during this time and were therefore not able to be included in the calculation data, apart from the headcount total).

Sample size bonus pay gap: 89 relevant pay employees received bonuses during this time.

Gender pay gap 2021

Difference in mean hourly rate: 11.7%

Difference in median hourly rate: 0%

Difference in mean bonus pay: -10.1%

Difference in median bonus pay: 13%

Percentage of employees who received bonus pay: 17.6%

Employees by pay quartile

Upper Quartile: 45.4% Male 56.4% Female

Upper Middle Quartile: 27.3% Male & 72.7% Female

Lower Middle Quartile: 81.8% Male & 18.2% Female

Lower Quartile: 45.4% Male 56.4% Female

At Pho we are committed to gender equality and are continually furthering our efforts to attract, engage and develop the female workforce across the business. We are particularly proud of our female centric operations and restaurant management teams. An ongoing priority remains to explore ways in which we can promote gender equality across all our kitchens and understand if there are any specific barriers to more women working back of house.

Please note – The data used for this year's calculations, whilst more representative than last year still covers a small sample size from our overall headcount in comparison to data collected for gender pay calculations pre-2020. We would advise interested parties to review the data we produced in 2019 as this is a far more accurate reflection of our gender pay.

I can confirm the data reported is accurate (taking into account the calculation rules)

Jade Berry



Head of People