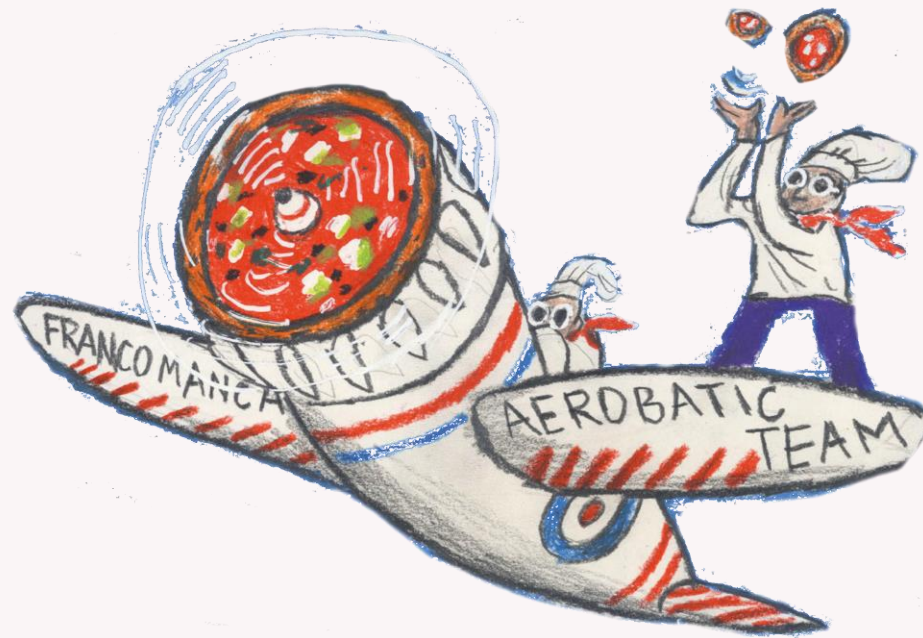


FRANCO MANCA



Gender Pay Gap Report 2018

FRANCO MANCA WELCOMES EVERYBODY!

At Franco Manca, we believe that everyone has the same opportunity to develop in their role, no matter what gender, age, background, belief or nationality. One of our 4 core values in the business is 'Welcome Everybody'.

Our teams come from all over the world, with many of our chefs and waiters looking to their colleagues as their surrogate family whilst they are away from home.

Our mean pay gap is 2.68%, lower than some others in our industry, but we will continue to work on ensuring opportunities are balanced throughout the business.

Our gender pay gap report is the measure of average pay difference between men and women who are part of our teams at Franco Manca.



GENDER PAY GAP

The tables below shows Franco Manca's gender pay gap and gender bonus gap at the snap shot date of 5th April 2017. A positive figure shows a higher percentage to men, a negative figure shows a higher percentage to women.

	Mean	Median
Hourly rate	2.68%	1.47%

Our mean pay gap was worked out by comparing the hourly rates of all male and female full pay relevant employees at Franco Manca. At 2.68%, our mean hourly rate difference is significantly better the ONS anticipated gender pay gap of 18%.

The median pay gap is the difference between the hourly rate for the man and woman at the middle point of the list. It currently sits at 1.47%.

BONUS PAY

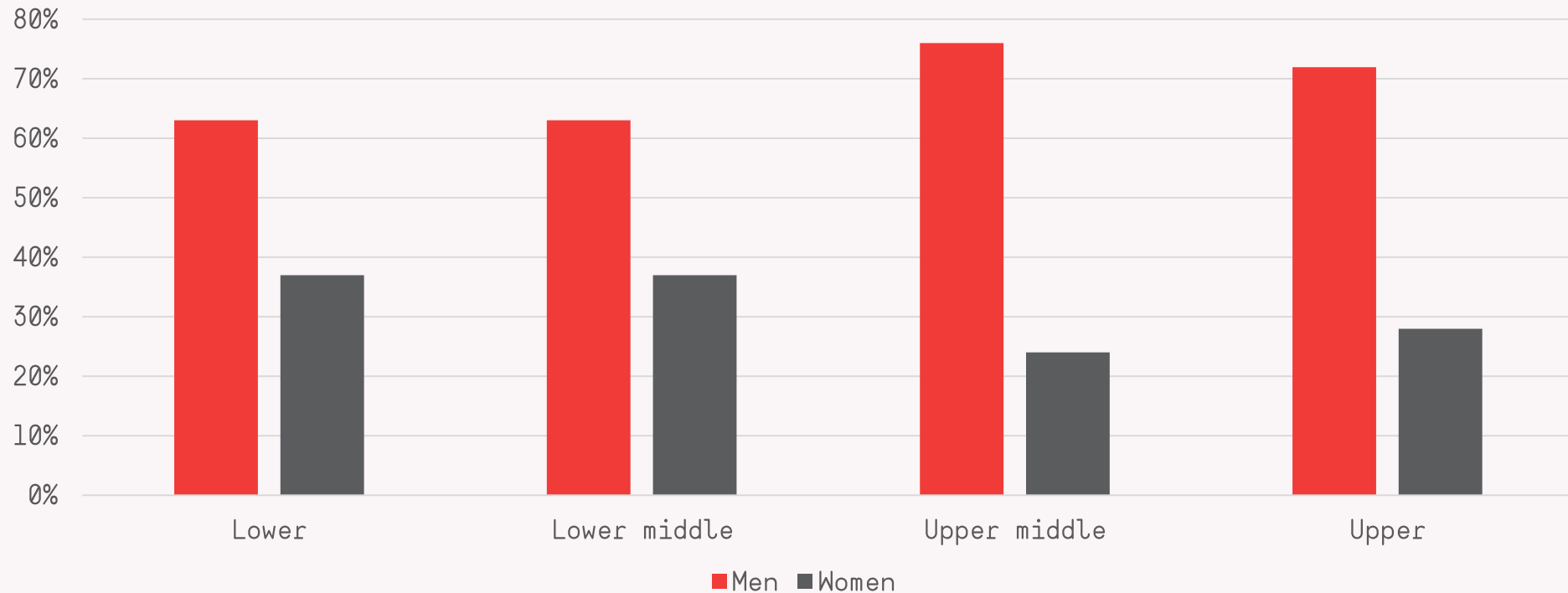


	Mean	Median
Bonus Pay	51.41%	46.77%

	Men	Women
% Receiving bonus pay	6%	10%

The average bonus paid to our male employees was 51.41% more than the average for relevant female employees. This is due to having more men in senior management roles who receive higher bonus payments. However, the proportion of relevant female employees receiving bonuses was 51% higher than relevant male employees.

PAY QUARTILES



The above is based on a list of team members by payment, then split into four equal groups (quartiles). We then looked at the gender make up of each quartile.

We are striving to up our numbers of women in the upper quartile by offering flexible working and ensuring that the development of women is high priority for the business over the coming years. During 2017, since this snapshot was taken, Franco Manca has employed a number of females in senior roles.

DECLARATION

I can confirm that the data reported is accurate.

Nabil Mankarious

Managing Director

Franco Manca 2 UK Ltd

Company no: 07045067

1st Floor

50-51 Berwick Street

London

W1F 8SJ