

FRANCO MANCA

GENDER PAY GAP REPORT 2022

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 them looking to their colleagues as their surrogate family whilst they are away from home.

We believe in creating a diverse and gender balanced workforce which is a reflection of our teams, guests and the communities that we are part of.



WHAT IS GENDER PAY GAP REPORTING?

The gender pay gap is a measure of the difference in the average pay of men and women across the whole of our business, regardless of the work they do and the role they have. It is different to Equal pay, which is about men and women being paid the same when they do the same job.

For the report on gender pay we used data for all our teams (Restaurant and Office) who worked for us on the snapshot date of 5th April 2021.

For the bonus pay reporting, the data covers bonus paid from 6th April 2020 to 5th April 2021.

This year our reported government figures have been affected by furlough meaning that they only reflect a small population of our workforce.



THE GENDER PAY GAP

AT FRANCO MANCA

Mean Gender Pay gap:

Our mean gender pay gap was worked out by comparing the average hourly pay rates of all male and female full pay relevant employees at Franco Manca.

Our Mean
Pay Gap
is
-0.09%

We are pleased that this figure is lower than the UK average of 14.9 % (according to the office of National Statistics).

We have increased female representation across senior levels of the business which has also had a positive impact.

Median Gender Pay Gap:

If we had in one line all of our female full pay relevant employees and in another line all of our male full pay relevant employees and each line went from the lowest hourly pay rate to the highest hourly pay rate, **the median pay gap** is the difference in pay between the middle team member in the female line and the middle team member in the male line.

Our Median
Pay gap is
-0.02%

We decreased our gap from the previous report where it was -0.88% which shows our progress. This figure is much lower than the average median gender pay gap for the UK which is 15.4% (according to the office for National Statistics)

BONUS PAY

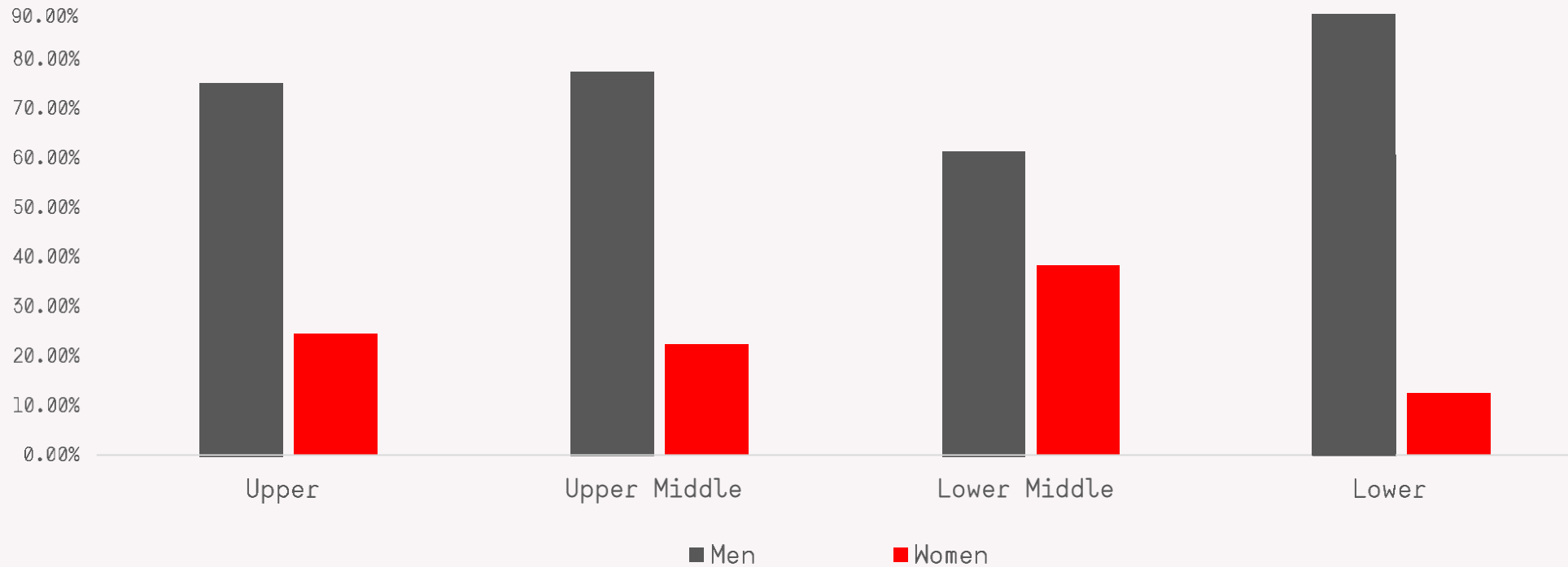
| | Mean | Median |
|-----------|-------|--------|
| Bonus Pay | 7.38% | -2.50% |

| | Men | Women |
|-----------------------|-------|-------|
| % Receiving bonus pay | 5.64% | 8.64% |

The average bonus paid to our male employees 7.38% more than the average for relevant female employees. However the proportion of relevant female employees who received bonuses was higher than relevant male employees.



PAY QUARTILES



The above is based on a list of team members by hourly rate of pay 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 lower quartile by offering flexible working and ensuring that the development of women is high priority for the business over the coming years.

We have increased female representation across senior levels of the business and will continue to do so with the launch of our internal mentorship which has a very high female presence.

DECLARATION

I can confirm that the data reported is accurate.

Nabil Mankarious

Managing Director

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