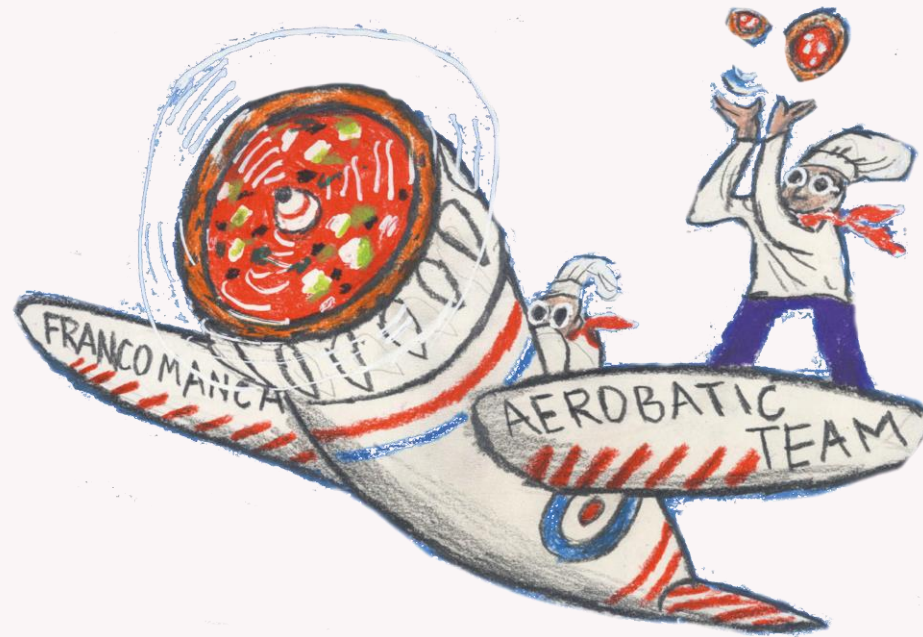


FRANCO MANCA



Gender Pay Gap Report 2019

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 THE 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 the data for all of our teams (restaurants and Office staff) who worked for us on the snapshot date of 5th April 2018.

For the bonus pay reporting, the data covers bonus paid from 6th April 2017 to 5th April 2018 for our team members who worked for us on the above snapshot date.

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
3.76%

We are pleased that this figure is lower than the UK average of 17.1% (according to the office of National Statistics).

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
0.88%

We decreased our gap from the previous report where it was 1.47% which shows our progress. This figure is much lower than the average median gender pay gap for the UK which is 17.9% (according to the office for National Statistics)

BONUS PAY

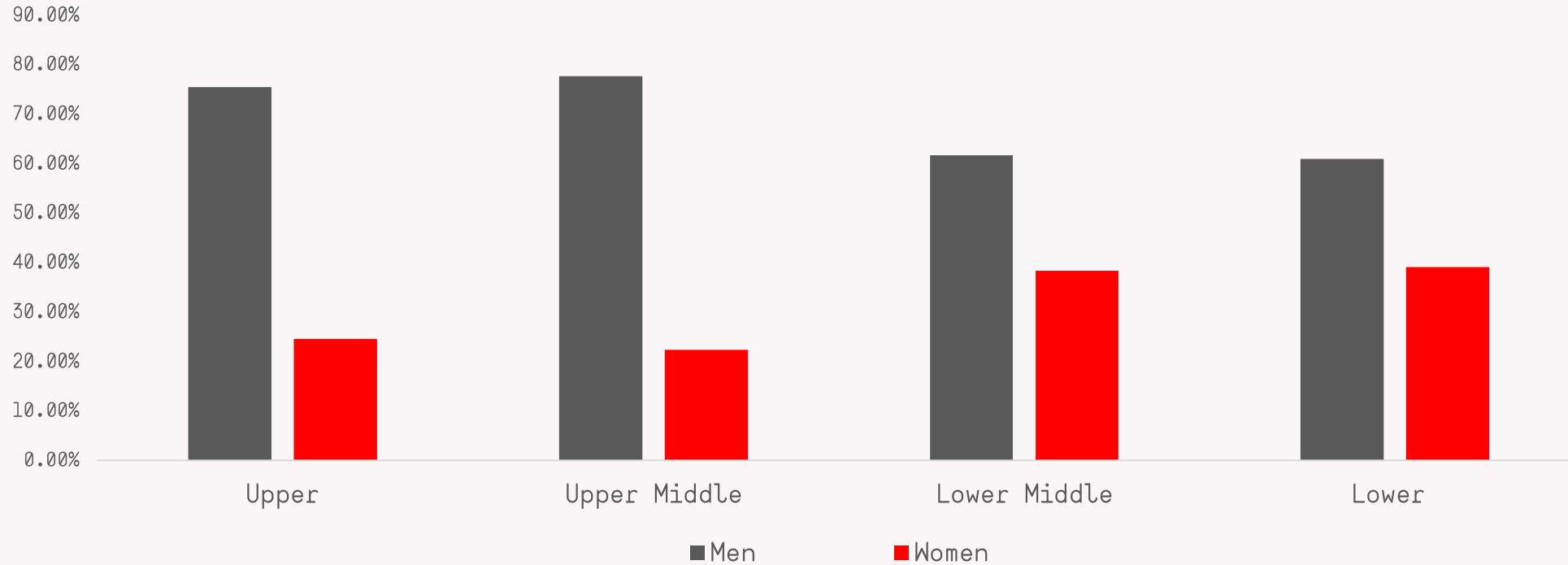


	Mean	Median
Bonus Pay	51.52%	68.38%

	Men	Women
% Receiving bonus pay	11.57%	16.74%

The average bonus paid to our male employees was 51.52% 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 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 upper quartile by offering flexible working and ensuring that the development of women is high priority for the business over the coming years.

DECLARATION

I can confirm that the data reported is accurate.

Nabil Mankarious

Managing Director

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