

Gender Pay Reporting April 2024

Headcount (snapshot date): 918

Sample size hourly pay gap: 148 full pay relevant employees.

Sample size bonus pay gap: 76 relevant pay employees received bonuses during this time.

Mean and median gender pay gap using hourly pay

Mean gender pay gap using hourly pay: 0.7%

Median gender pay gap using hourly pay: 1.2%

Mean and median gender pay gap using bonus pay

Mean gender pay gap using bonus pay: 58%

Median gender pay gap using bonus pay: 79%

Percentage of men and women who received bonus pay:

Men: 85% Women: 15%

Percentage of men and women in each hourly pay quarter

Upper hourly pay quarter:

Men: 58% Women: 42%

Upper middle hourly pay quarter:

Men: 60% Women: 40%

Lower middle hourly pay quarter:

Men: 64% Women: 36%

Lower hourly pay quarter:

Men: 57% Women: 43%

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, as our more male dominated kitchen management teams heavily impact our gender pay gap results.

A handwritten signature in black ink that reads "Jade Berry".

Jade Berry
People Director