

# THE REAL GREEK

## EAT. TOGETHER.

APRIL 2018

## GENDER PAY GAP REPORT

### FILOXENIA AT THE REAL GREEK

At The Real Greek, we believe that everyone has the same opportunity to develop in their role, no matter their sex, age, background, belief or nationality. Our restaurants are built on 'Filoxenia' – literally meaning 'being a friend to a stranger', this ethos is reflected both towards our guests when they come to the restaurants but just as importantly, towards our teams, who come from all walks of life. Our mean pay gap is 3.47%, significantly 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 The Real Greek.

The table below shows The Real Greek'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

### GENDER PAY GAP

	MEAN	MEDIAN
HOURLY RATE	3.47	0.00

Our mean pay gap was worked out by comparing the hourly rates of all male and female full-pay relevant employees at The Real Greek. At 3.47%, our mean hourly rate difference is significantly better than the ONS anticipated gender pay gap of 18%.

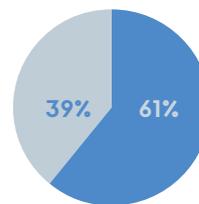
The median pay gap is the difference between the hourly rate for the man and woman at the middle point of the list. There is no difference in this pay.

I can confirm that the data reported is accurate.

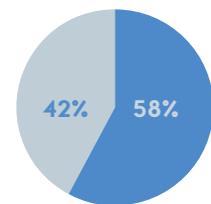
**Nabil Mankarious**  
Managing Director

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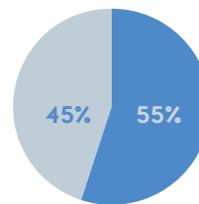
### QUARTILES



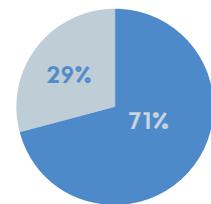
LOWER



LOWER MIDDLE



UPPER MIDDLE



UPPER

● MEN ● WOMEN

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 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 top priority for the business over the coming years.

### BONUS PAY

	MEAN	MEDIAN
BONUS PAY	-14.59%	-256.25%

Women who receive bonus on average, received 14.6% more than men who received bonus.

	MEN	WOMEN
% RECEIVING BONUS PAY	20%	18%

However, 20% of our male and 18% of our female relevant employees received bonus payments.