

THE REAL GREEK

EAT TOGETHER

GENDER PAY GAP REPORT

APRIL 2019

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 everyone', 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 7.5%, 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 2018.

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	7.50%	4.51%

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 7.5%, our mean hourly rate difference is significantly better than the UK average of 17.1% (according to the office of National Statistics).

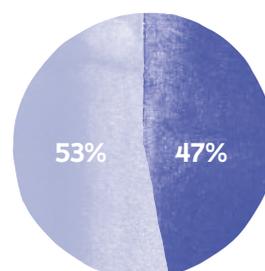
The median pay gap is the difference between the hourly rate for the man and woman at the middle point of the list. This sits at 4.51%. This figure is much lower than the average median gender pay gap for the UK which is 17.9% (according to the office for National Statistics).

I CAN CONFIRM THAT THE DATA REPORTED IS ACCURATE.

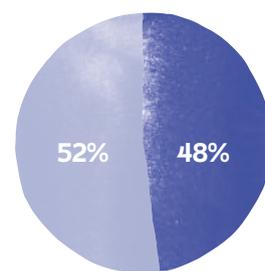
Nabil Mankarious – Managing Director
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QUARTILES

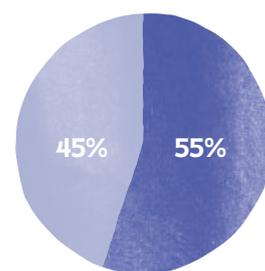
● WOMEN ● MEN



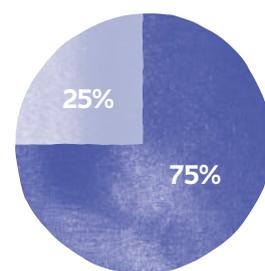
LOWER



LOWER MIDDLE



UPPER MIDDLE



UPPER

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. We would particularly like to see more women working as part of our kitchen teams.

BONUS PAY

	MEAN	MEDIAN
BONUS PAY	4.30%	-9.09%

The mean bonus pay for men is 4.3% more for men, however the median was 9.1% higher for female employees than for male. Overall 17% of our relevant male employees and 9% of our relevant female employees earned bonus in the year.

	MEN	WOMEN
% RECEIVING BONUS PAY	16.84%	8.55%