

# Communicating our Gender Pay Gap

We are pleased to share our Gender Pay Gap report. Gaucho falls well under the national average.

- 50/50 Upper Quartile by 2022 - at present 62.8% of our Upper Quartile are men, meaning we have opportunity to rebalance. We commit to a minimum of 1 female candidate shortlisted in 3, for every senior role.
- We will ensure that a minimum of 1 in 3 of all delegates on our leadership development courses are female.
- We will work to ensure our recruitment process at all levels has no unconscious bias through training and monitoring.
- We are establishing a women's gathering to listen and better understand any barriers or needs of our female employees to close the gap and encourage more women into leadership.
- At grass roots levels and lower quartile recruitment we will actively seek to shift the gender trends that exist within our business, including balancing the gender divide within our culinary teams.
- We will ensure inclusion for all through each of our policies, procedures, reward and development courses.
- Continue to create a work environment that is accessible and attractive to all.
- Proactively build relationships with external organisations, charities and partners to engage with wider talent pools and ensure we hire the right person, for the right job, every time.

Please see below the full findings of our Gender Pay Report. We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Gaucho is required to carry out Gender Pay Gap Reporting.

## PAY DATA

Difference in hourly rate of pay



4.2%

**Mean**  
Gender pay gap

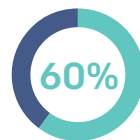


-3.9%

**Median**  
Gender pay gap

## PAY QUARTILES

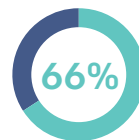
The proportion of **male** to **female** in each quartile:



**60%**  
Lower quartile



**76%**  
Lower middle



**66%**  
Upper middle



**63%**  
Upper quartile

## INCENTIVE DATA

Incentive pay gap  
Difference in incentives paid to men and women



-20.9%

**Mean**  
Gender bonus gap

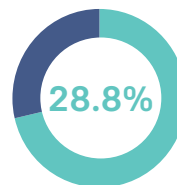


-106.5%

**Median**  
Gender bonus gap

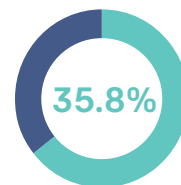
## PROPORTION OF STAFF RECEIVING AN INCENTIVE

The proportion of male staff receiving a bonus



**28.8%**

The proportion of female staff receiving a bonus



**35.8%**

■ bonus

■ no bonus