

# Communicating our Gender Pay Gap

We are pleased to share our Gender Pay Gap report for the snapshot date of **5<sup>th</sup> April 2021**.

- We aspire to achieve 50/50 across all quartiles by April '22 (the results of which will be captured in the '23 report). There is an improved balance between the genders within the lower half from the previous year.
- 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 collaborating with Diversity and Inclusion specialists, WIHTL, to establish, and better understand any barriers or needs of our female employees to close the gap and encourage more women into leadership.
- An Employee Engagement, Culture and Inclusion survey was conducted in March '22 with focus groups and steering committees planned following response analysis. In addition, all senior leaders will participate in an Inclusive Leadership Journey programme.

We hope to see positive outcomes of this activity reflected in 2023 pay gap data.

- We will continue to create a work environment that is accessible and attractive to all.
- 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. A bonus scheme launched in June '21 for all Head Office and Operational Management staff will positively impact all bonus data for April '22 data.
- We will continue to 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.
- This data is heavily affected again by the impact of the pandemic on the hospitality industry. At this snapshot date, the business was slowly beginning to re-open following the third lockdown, therefore these findings will be influenced by the smaller sample size whilst 85% of operational employees remained on furlough.

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



46.2%

Mean  
Gender pay gap

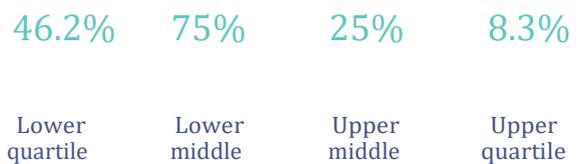


27.8%

Median  
Gender pay gap

## PAY QUARTILES

The proportion of female to male in each quartile:



## INCENTIVE DATA

Incentive pay gap  
Difference in incentives paid to men and women



22.3%

Mean  
Gender bonus gap



-10%

Median  
Gender bonus gap

## PROPORTION OF STAFF RECEIVING AN INCENTIVE

The proportion of male staff receiving a bonus

The proportion of female staff receiving a bonus

11.9%

3.9%