

Communicating our Gender Pay Gap

We are pleased to share our Gender Pay Gap report for the snapshot date of 5th April 2022

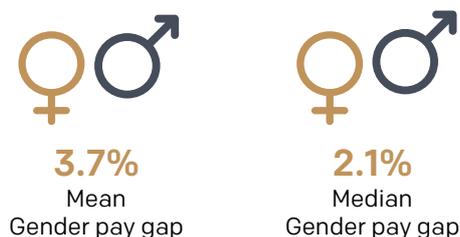
- With the return of the workforce – post-pandemic, and continued business expansion, the increased employee sample size within this report reflects a truer position of our Gender Pay position.
- We aspired to achieve 50/50 across all pay quartiles by April '22. This will continue to be a target for '23, however, significant improvements have been achieved in finding balance between the genders across all quartiles.
- We aspire to achieve a 0% gap in pay rates, yet recognise the progress that in '22, females earned 98p to the male £1.
- We will continue to create a work environment that is accessible and attractive to all.
- We will work to ensure our recruitment process at all levels has no unconscious bias through training and monitoring.
- We will actively seek to shift the gender trends that exist within our business, including balancing the gender divide within our culinary teams.
- We commit to a minimum of 1 female candidate shortlisted in 3, for every senior role.
- We commit to leadership development and career plans for all female employees to support their professional growth and aid retention through effective succession planning.
- We will continue to proactively build relationships with external organizations, charities, and partners to engage with wider talent pools whilst ensuring we hire the right person, for the right job, every time.
- 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. This work will continue throughout '22.
- An Employee Engagement, Culture and Inclusion survey was conducted in March '22 and thereafter follow-up focus groups were held with representatives across our workforce. Steering committees are planned following response analysis.
- All senior leaders are currently actively engaged in an Inclusive Leadership Journey program. We hope to see positive outcomes of this activity reflected in '23 pay gap data.
- We will ensure inclusion for all through each of our policies, procedures, rewards and development courses. We are seeing positive results from the introduction of a bonus scheme launched in June '21 for all Head Office and Operational Management staff which reflects participation equality between the genders; 6% more females than males received a bonus in '22. With Directors bonus' discounted, the Mean Gender Bonus Gap reduces to 52%. It is anticipated that bonus pay equality will be improved further by '23 with intended Director level placements.
- Improved communications of internal vacancies and launching newly designed benefits in June '22 to encourage internal promotions should support further development and inclusion of our junior employees into management roles.

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.

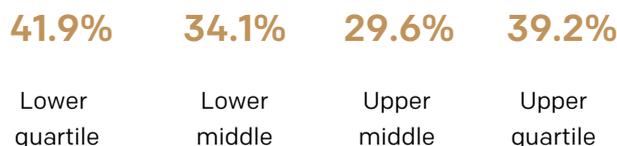
PAY DATA

Difference in hourly rate of pay



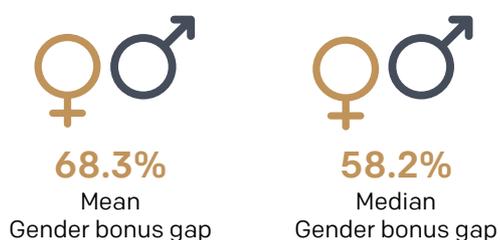
PAY QUANTILES

The proportion of female to male in each quartile:



INCENTIVE DATA

Incentive pay gap
Difference in incentives paid to men and women



PROPORTION OF STAFF RECEIVING AN INCENTIVE

The proportion of male staff receiving a bonus

The proportion of female staff receiving a bonus

21.1%

27.2%