

GAUCHO

We are pleased to share our Gender Pay Gap report for the snapshot date of 5th April 2024

We aspired to achieve 50/50 across all pay quartiles by April '26. This will continue to be a target for '25

We will continue to create a work environment that is accessible and attractive to all following our clear D, E & I Strategy, with clear progression being seen in our engagement surveys year on year.

We will work to ensure our recruitment process at all levels has no unconscious bias through training and monitoring.

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 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 continue to proactively build relationships with external organizations, charities and partners to engage with wider talent pools and ensure we hire the right person, for the right job, every time.

We are collaborating with Diversity and Inclusion specialists, we currently work with WorkX, to establish, and better understand, any barriers or needs of our female employees encounter to close the gap and encourage more women into leadership. This work will continue throughout '25 and beyond.

Within the last 12 months Gaucho Restaurants have launched 3 Leadership programmes to ensure we are creating leadership spaces for both male and female leaders of the future.

An Employee Engagement, Culture and Inclusion survey was conducted in March '24 and thereafter follow-up focus groups were held with representatives across our workforce. Steering committees are planned following response analysis.

We will ensure inclusion for all through each of our policies, procedures, reward and development courses. We are seeing positive results from the launch of a bonus scheme launched over 4 years ago for all Head Office and Operational Management staff which reflects participation equality between the genders. With Directors bonus' discounted, the Mean Gender Bonus Gap reduces to 52%. It is anticipated that bonus pay equality will be improved further by '25 with intended Director level placements.

Improved communications of internal vacancies and launching newly designed benefits to encourage internal promotions should support further development and inclusion of our junior employees into management roles.

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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.

Main Gender Pay Gap Figures

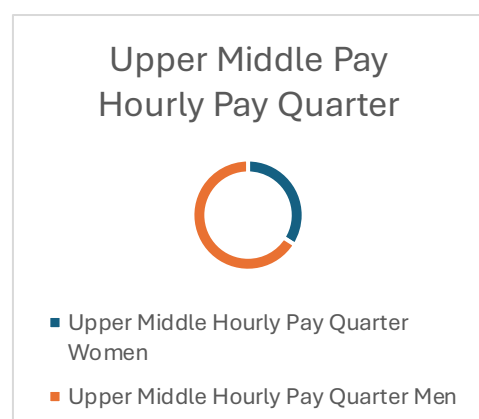
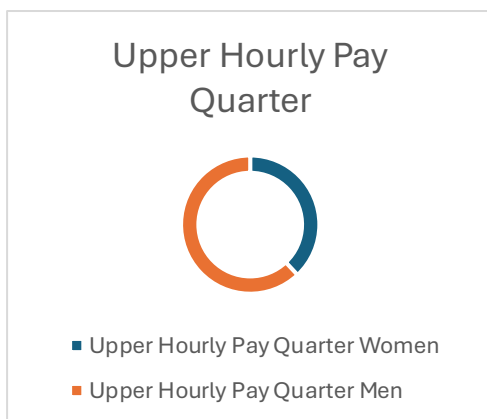
- Women earned 87p for every £1 that men earned (comparing median hourly pay)
- Women made up 38.0% of employees in the highest paid quarter, and 40.0% of employees in the lowest paid quarter
- 24.0% of women received bonus pay, compared with 24.0% of men
- Women's bonus pay was 19.0% higher than men's (comparing median bonus pay)

Hourly Pay



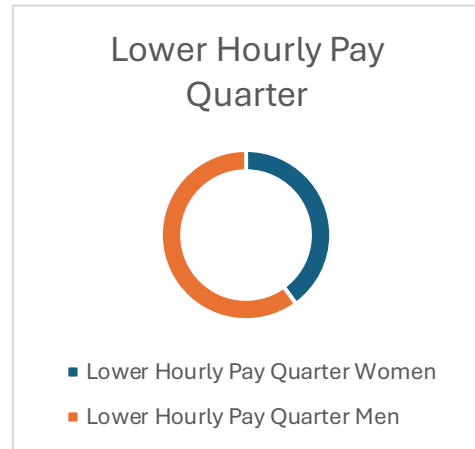
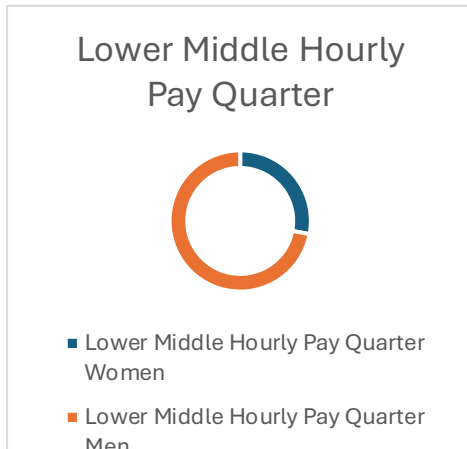
Women's median hourly pay was 13.0% lower than men's – this means they earned 87p for every £1 that men earn when comparing median hourly pay
Women's mean (average) hourly pay was 3.0% lower than men's

Pay Quarters



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Pay Quarters



38% of Women employees in the upper hourly pay quarter
 34% of Women employees in the upper middle hourly pay quarter
 28% of Women employees in the lower middle hourly pat quarter
 40% of Women employees in the lower hourly pay quarter

Pay Quarter		Women (%)	Men (%)	Total (%)
Upper Hourly Pay Quarter (Highest Paid)	Percentage in this pay quarter	38	62	100
	Percentage of all employees	9.5	15.5	25
Upper Middle Hourly Pay Quarter	Percentage in this pay quarter	34	66	100
	Percentage of all employees	8.5	16.5	25
Lower Middle Pay Quarter	Percentage in this pay quarter	28	72	100
	Percentage of all employees	7	18	25
Lower Hourly Pay Quarter (Lowest Paid)	Percentage in this pay quarter	40	60	100
	Percentage of all employees	10	15	25
Totals		35	65	100

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Bonus Pay

Women's median bonus pay was 19% higher than men's – this means they earned £1.19 for every £1 that men earn when comparing median bonus pay

Women's mean (average) bonus pay was 24% lower than men's
24.0% of women and 24.0% of men received bonus pay

