

Gender Pay Gap Report – April 2019

What is it?

- From April 2018, all UK companies with over 250 employees were required under new Government regulations, to report on their gender pay gap.
- The gender pay gap measures the differences between the average hourly pay for men and women across the whole company, regardless of the role they hold.
- The following report will confirm:
 1. The mean and median gender gaps in hourly pay
 2. The mean and median gender gaps in bonus pay
 3. The proportion of male and female family members (employees) who received bonuses
 4. The proportion of male and female family members in each pay quartile.

1 & 2: Gender Pay & Bonus Gap:

Difference between men and women	Mean (average)	Median (middle)
1. Gender Pay Gap	2.8%	4.5%
2. Gender Bonus Gap	16.1%	48.4%

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3: Proportion of male and female family members receiving a bonus:



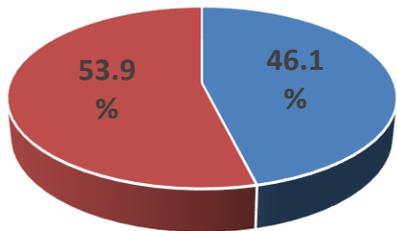
18.8%



20.0%

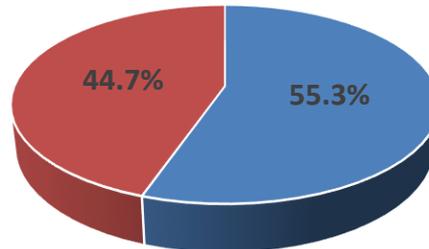
4: Proportion of male and female family members in each quartile:

First (lower) Quartile



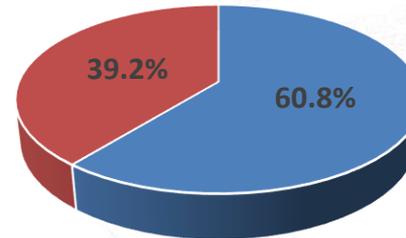
■ Male ■ Female

Second (lower middle) Quartile



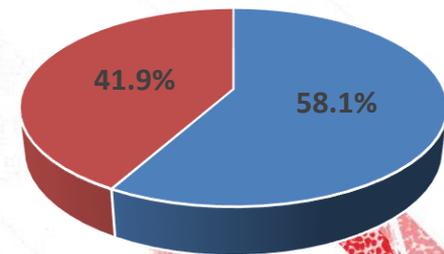
■ Male ■ Female

Third (upper middle) Quartile



■ Male ■ Female

Fourth (upper) Quartile



■ Male ■ Female

Our Ongoing Commitment

TGI FRIDAYS

TGI Fridays UK are committed to having a diverse and inclusive team, and to the principle of equal opportunities and equal treatment for all family members.

- Our pay and bonus structures are based on the role held by a family member so the pay and bonus gaps do not result from paying men and women differently for the same or equivalent work, but relates more to the nature of the roles and the number of men and women in each department. We have a pay structure on role only, and all team members are paid against the role they fulfil and their skills/development.
- We pride ourselves in setting fair and competitive rates of pay for our family members. Tips have not been included in these stats as we do not consider the tips our team receive from guests as part of pay or bonus as its completely separate. Therefore Tips are not included as “pay” for the purposes of Gender Pay Gap Reporting.
- Our mean gender pay gap is 2.8% in favour of males and our median gender pay gap is 4.5% - both considerably lower than the figures reported by the Office of National Statistics 2017 (mean = 17.4% and median = 18.4%).
- We will continually review our company practices, policies and procedures to ensure our roles in every department are attractive to all.

The figures submitted have been calculated using the standard methodologies required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We confirm that the calculations and the data provided for TGI Friday's are accurate and in line with the above reporting regulations.



Karen Forrester
CEO



Jacqui McManus
Culture & People Development Director