

Gender Pay Gap Report – April 2020

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 Gap & Bonus Gap

Difference between men and women	Mean (average)	Median (middle)
1. Gender Pay Gap	2.5%	3.6%
2. Gender Bonus Gap	-22.8%	41.8%

3. Proportion of male and female team members receiving a bonus



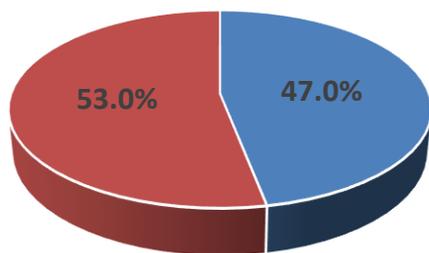
17.8%



20.9%

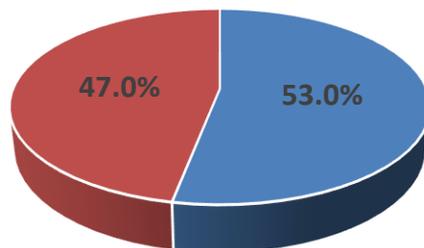
4. Proportion of male and female team members in each quartile

First (lower) Quartile



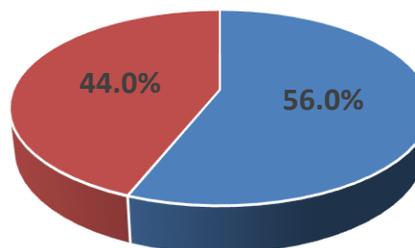
■ Male ■ Female

Second (lower middle) Quartile



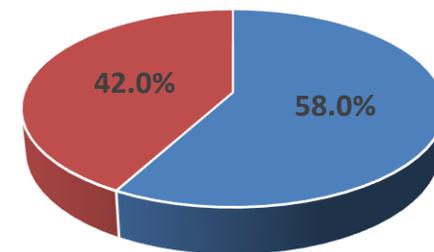
■ Male ■ Female

Third (upper middle) Quartile



■ Male ■ Female

Fourth (upper) Quartile



■ Male ■ Female



Our Ongoing Commitment

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

- Our pay and bonus structures are based on the role held by a team 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 pride ourselves in setting fair and competitive rates of pay for our team members and do not consider the tips our team receive from guests as a top up of their hourly rate of pay. Tips are not included as “pay” for the purposes of Gender Pay Gap Reporting.
- Our mean gender pay gap is 2.5% in favour of males and our median gender pay gap is 3.6% - considerably lower than the gender pay gap figure of 17.3% reported by the Office of National Statistics 2019.
- 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 Fridays are accurate and in line with the above reporting regulations.

A handwritten signature in black ink, appearing to read "Robert B Cook".

Robert B Cook
CEO

A handwritten signature in black ink, appearing to read "Suzanne Peacock".

Suzanne Peacock
Culture & People Director