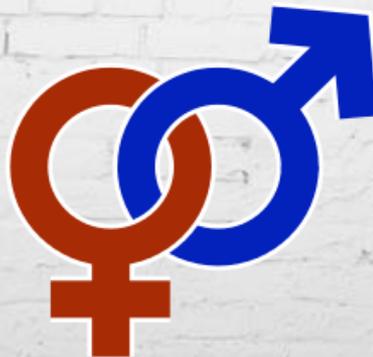


Gender Pay Gap Report – April 2018

FRIDAYS

What is it?

- From April 2018, all UK companies with over 250 employees are 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	0.6%	-1.3%
2. Gender Bonus Gap	-6.2%	-51.3%

NB. Negative figures are in favour of females

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



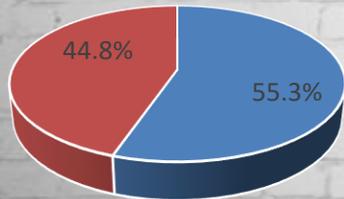
56.4%



43.0%

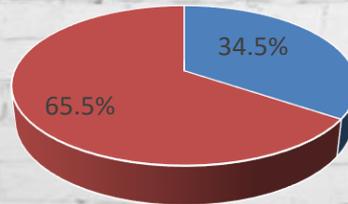
4: Proportion of male and female family members in each quartile:

First (lower) quartile



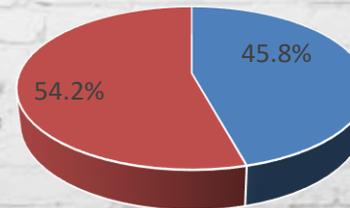
Female Male

Second (lower middle) quartile



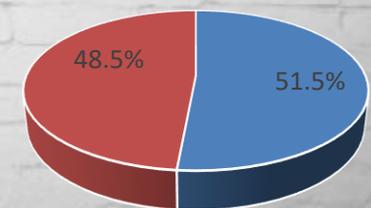
Female Male

Third (upper middle) quartile



Female Male

Fourth (upper) quartile



Female Male



Our Ongoing Commitment

- We have already taken steps to address the median gender gap in bonus pay and will continue to do so.

Our pay and bonus structures are based on the role held by a family member so the gap here does 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 will continually review our company practices, policies and procedures to ensure our roles in every department are attractive to all.

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.

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.

A black and white image of a handwritten signature, likely belonging to Karen Forrester.

Karen Forrester
CEO

A black and white image of a handwritten signature, likely belonging to Jacqui McManus.

Jacqui McManus
Culture & People Development Director