



GENUINE DINING

Gender Wage Gap 2025



Our latest Gender Pay Gap report shows that women's median hourly pay is 7.2% lower than men's, meaning that for every £1 earned by men, women earn approximately 93 pence. While this indicates a gender pay gap remains within the organisation, the gap is significantly lower than the national average reported across many sectors and reflects ongoing efforts to promote fair pay practices.

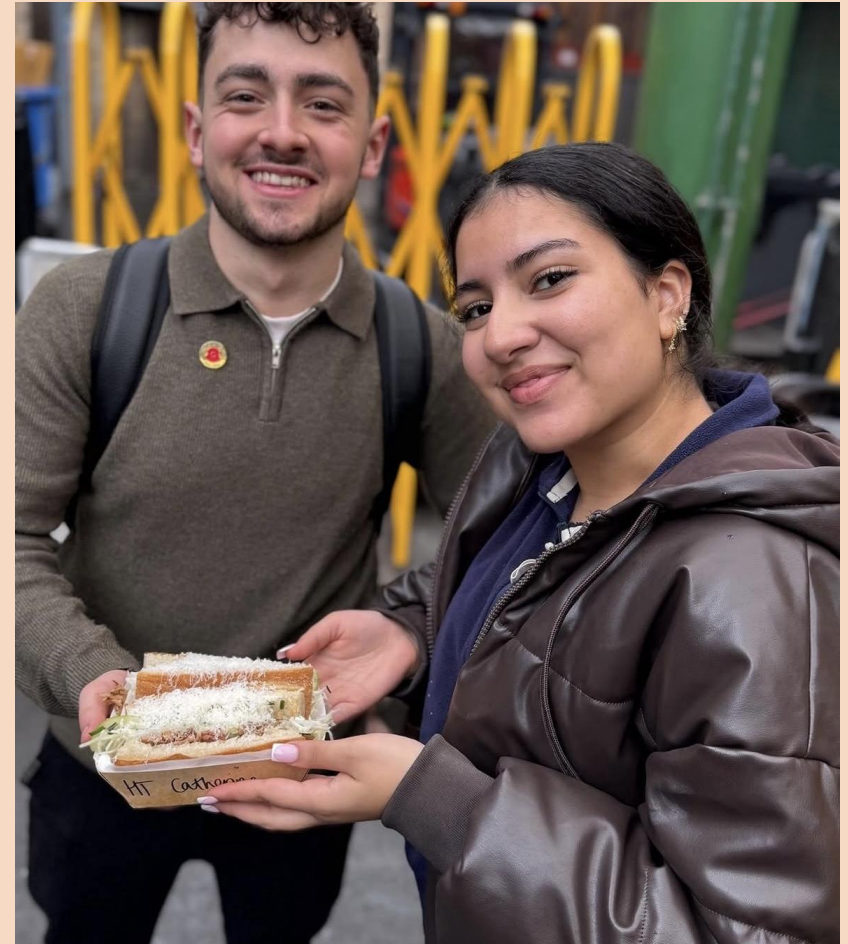
Representation across pay quartiles demonstrates a relatively balanced workforce. Women make up 41.2% of employees in the highest-paid quartile and 56.3% of employees in the lowest-paid quartile. This distribution suggests that while women are well represented throughout the organisation, there remains an opportunity to increase female representation in the most senior and highest-paid roles.



The proportion of employees receiving bonus pay was relatively low across the organisation, with 10.9% of men and 6.0% of women receiving a bonus during the reporting period. This difference reflects the distribution of bonus-eligible roles rather than differences in pay for equivalent work. We will continue to review bonus arrangements to ensure equal access to opportunities for reward and recognition.

We remain committed to fostering an inclusive workplace where progression, development, and reward are based on merit. To further reduce the gender pay gap, we will continue to focus on attracting, developing, and retaining talented women at all levels of the organisation, particularly within leadership and specialist positions. We will also monitor recruitment, promotion, and reward processes to ensure they remain fair, transparent, and free from bias.

Overall, the results demonstrate a relatively small gender pay gap and a strong level of female representation across the workforce, while highlighting areas where continued action can support greater gender balance in senior and higher-paid positions.



Thank You



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