

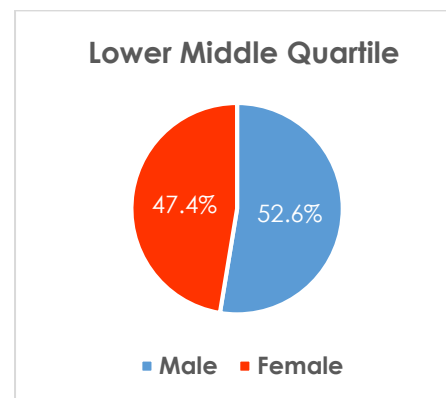
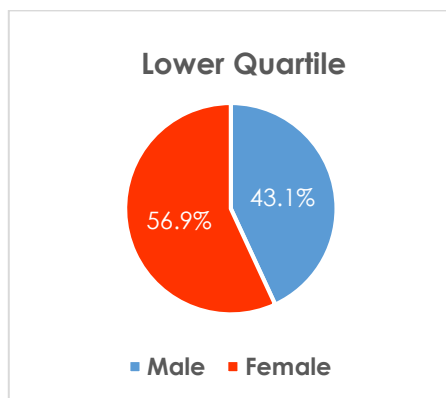
Gender Pay Gap Reporting Statement 2017

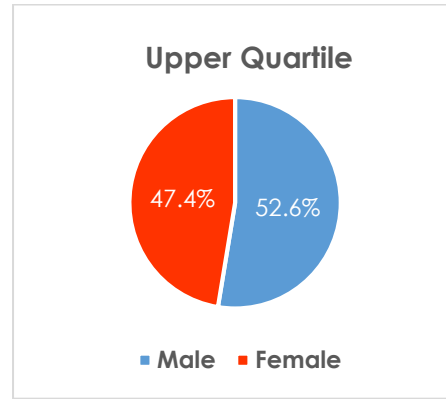
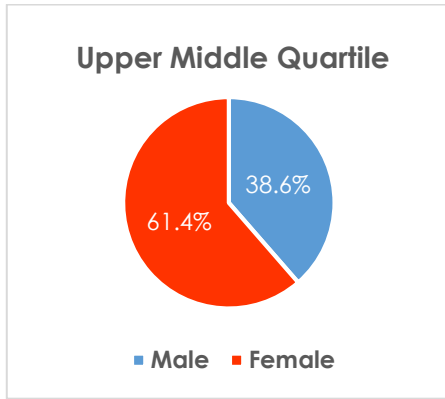
We are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017. As we are a UK employer with over 250 employees on the 5th April 2017, we are required to comply with the new statutory provision to report our Gender Pay Gap information. We have carried out 6 calculations that show the difference between the average pay of men and women in our company.

Results:

Mean Gender Pay Gap	2.6%
Median Gender Pay Gap	-1.7%
Mean Bonus Gender Pay Gap	-350.1%
Median Bonus Gender Pay Gap	-8267.42%
Proportions of Males & Females Receiving a bonus payment	Male 1.7% Female 0.7%

Quartiles:





Notes:

- The bonus difference has no credibility. Only 3 employees received a bonus, 1 female and 2 males. The female employees bonus is performance based and the 2 males was an incentive payment. This incentive scheme is no longer used.
- For senior roles in the company and for chefs, rates of pay are based on the individual employee's experience, performance and span of responsibility and other employees under their instruction.

We confirm that our data has been calculated according to the requirement of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Michelle Williams
Director