



Gender Pay Gap Reporting Statement 2018

Hard Rock Cafe – (Hard Rock Cafe London, Edinburgh, Manchester, Glasgow and Hard Rock International Corporate Team)

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017.

As an employer with a workforce of more than 250 plus in the UK on the 5th April 2018, we must comply with new statutory provisions regarding gender pay reporting. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website and will do this within one calendar year of 5th April 2018 using our HR and payroll data.

Results

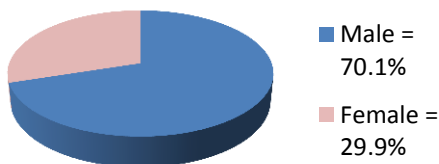
Mean Gender Pay Gap	5.2%
Median Gender Pay Gap	3.1%
Mean Bonus Gender Pay Gap	41.4%
Median Bonus Gender Pay Gap	-50.5%

Proportions of Males & Females Receiving a Bonus Payment

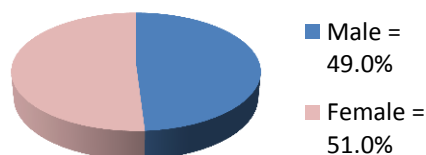
- **Male** **36.8%**
- **Female** **60.4%**

Quartiles

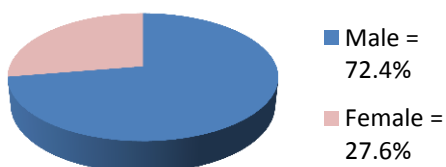
Proportion of Different Genders in Lower Quartile



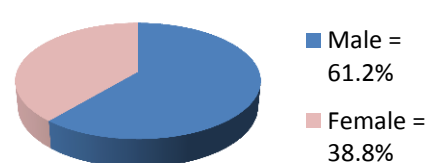
Proportion of Different Genders in Lower Middle Quartile



Proportion of Different Genders in Upper Middle Quartile



Proportion of Different Genders in Upper Quartile



The results above are based on 391 employees – 247 Male (63.2%) and 144 Female (36.8%).