



Gender Pay Gap Reporting Statement 2020

Hard Rock Cafe – (Hard Rock Cafe London – Old Park Lane & Piccadilly Circus, 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 2020, 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 2020 using our HR and payroll data.

Results

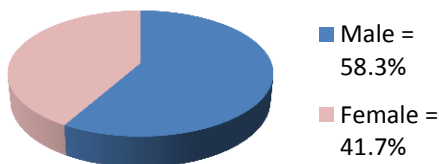
Mean Gender Pay Gap	+0.8% (in favour of Males)
Median Gender Pay Gap	+1.2% (in favour of Males)
Mean Bonus Gender Pay Gap	-31.1% (in favour of Females)
Median Bonus Gender Pay Gap	+2.4% (in favour of Males)

Proportions of Males & Females Receiving a Bonus Payment:

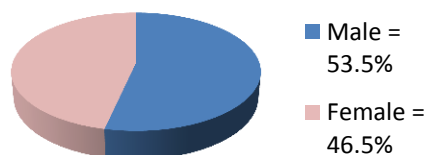
➤ Male	41.6%
➤ Female	37.3%

Quartiles

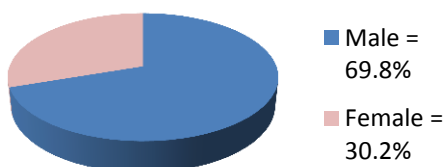
Proportion of Different Genders in Lower Quartile



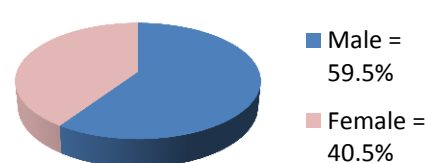
Proportion of Different Genders in Lower Middle Quartile



Proportion of Different Genders in Upper Middle Quartile



Proportion of Different Genders in Upper Quartile



The results above are based on 506 employees – 305 Male (60.3%) and 201 Female (39.7%).