



## Gender Pay Gap Reporting Statement 2019

**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 5<sup>th</sup> April 2019, 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 5<sup>th</sup> April 2019 using our HR and payroll data.

### Results

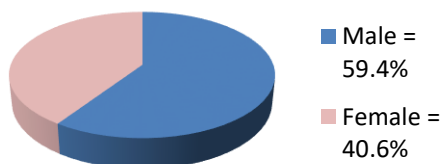
|                                    |               |
|------------------------------------|---------------|
| <b>Mean Gender Pay Gap</b>         | <b>-0.2%</b>  |
| <b>Median Gender Pay Gap</b>       | <b>2.5%</b>   |
| <b>Mean Bonus Gender Pay Gap</b>   | <b>-15.9%</b> |
| <b>Median Bonus Gender Pay Gap</b> | <b>-3.3%</b>  |

### **Proportions of Males & Females Receiving a Bonus Payment:**

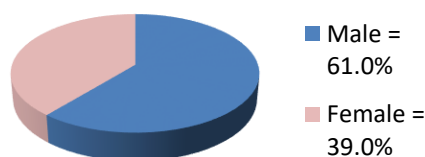
|                 |              |
|-----------------|--------------|
| ➤ <b>Male</b>   | <b>15.8%</b> |
| ➤ <b>Female</b> | <b>25.2%</b> |

### Quartiles

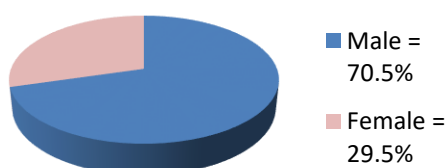
**Proportion of Different Genders in Lower Quartile**



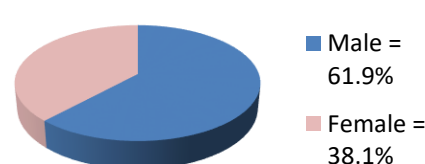
**Proportion of Different Genders in Lower Middle Quartile**



**Proportion of Different Genders in Upper Middle Quartile**



**Proportion of Different Genders in Upper Quartile**



The results above are based on 421 employees – 266 Male (63.2%) and 155 Female (36.8%).