



Gender Pay Gap Reporting Statement 2022

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 2021, 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.

Due to the Covid-19 Pandemic, 316 employees were placed on the Government Job Retention Scheme considering them as 'relevant' employees but not 'full pay' employees. The Gender Pay Gap data published by Hard Rock for the year 2020/2021 does not provide an accurate portrayal of what our data would represent on a normal year.

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 2023 using our HR and payroll data.

Results

Mean Gender Pay Gap +13.05% (in favour of Males)

Median Gender Pay Gap +32.64% (in favour of Males)

Mean Bonus Gender Pay Gap +66% (in favour of Males)

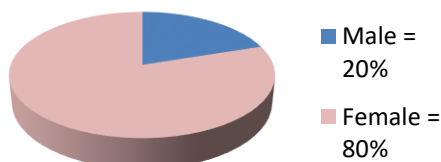
Median Bonus Gender Pay Gap +92.3% (in favour of Males)

Proportions of Males & Females Receiving a Bonus Payment:

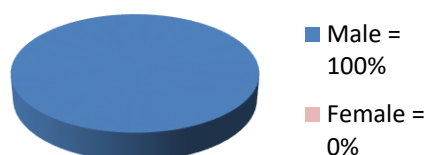
- **Male** 0.2%
- **Female** 1.5%

Quartiles

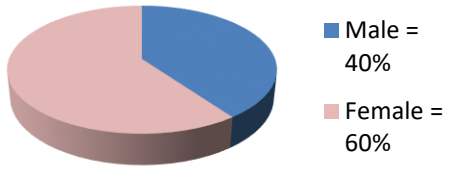
Proportion of Different Genders in Lower Quartile



Proportion of Different Genders in Lower Middle Quartile



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



**Proportion of Different Genders
in Upper Quartile**

