

Gender Pay Gap Reporting Statement 2018

Comptoir Group PLC

As a business we have a passion for everything we do, we strive for excellence and our customers and employees are at the heart of this ambition.

Our business comprises of multiple brands: Comptoir Libanais; Shawa; Yalla Yalla; Kenza Restaurant; and Levant Restaurant.

We care for our people and recognise that they are our greatest asset. We want to ensure our workforce is diverse and our culture continues to be open, fair and inclusive.

We are committed to building a company which people want to work for and we encourage an environment where every person, no matter what age, education, ethnic origin, national origin, gender, lifestyle, race, religious beliefs, sexual orientation, work history or cultural background are recognised, feel valued and can go as far as their talent, ambition and hard work allow.

We recognise the implementation of mandatory gender pay gap reporting is an important step in terms of progression and transparency to encourage greater equality of opportunity for women in work.

We have a mean gender pay gap of 8.3% favouring males and a median gender pay gap of -0.3% favouring females, both of which are positively below the national average and median figures as reported by the Office of National Statistics, 2017.

Our Gender Pay Gap Report illustrates that we are making great progress with regards to equality of pay for female employees, we recognise that we need to improve our proportion of female staff, especially in senior management positions. The Food & Beverage sector of the industry is typically male-dominated and this is reflected across our organisation, from chefs through to managers.

We will continue to provide access to training and development opportunities to encourage and promote progression into more senior roles. We continue to ensure our HR policies encourage and support flexible working within the organisation. Our HR team actively supports our diversity message across the organisation by positively influencing and challenging our hiring managers to ensure they recognise how their individual behaviours and actions impact our overall ability to create an open, fair and inclusive workplace culture. We are confident that all our HR processes and practices ensure that our people are not paid differently due to gender.

We have a zero % result for bonus payments as no bonus payments are currently made by the Company.

Results

Mean Gender Pay Gap 8.3%

Median Gender Pay Gap – 0.3%

Mean Bonus Gender Pay Gap 0%

Median Bonus Gender Pay Gap 0%

Quartiles

Proportion of Different Genders in Lower Quartile

Male 76%

Female 24%

Proportion of Different Genders in Upper Quartile

Male 79%

Female 21%

Proportion of Different Genders in Upper Middle Quartile

Male 73%

Female 27%

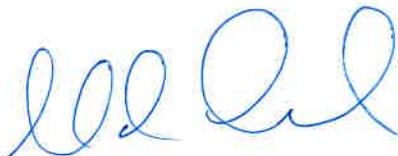
Proportion of Different Genders in Upper Quartile

Male 76%

Female 24%

The results above are based on 658 employees – 499 Male (76%) and 159 Female (24%).

I confirm the data published is accurate



NAME Mark Carrick

JOB TITLE Chief Financial Officer