

Loungers Limited
Gender Pay Gap Report

In accordance with gender pay gap reporting regulations we are publishing our statistics for 2017.

These statistics look at the difference in the average and median hourly rates of pay and bonus pay for male and female employees, regardless of their role or seniority. The statistics are based on the prescribed snapshot date of 5 April 2017.

The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings for men and women.

To calculate the median, all hourly rates in the sample are lined up from highest to lowest for men and for women and the median is the middle rate for men and for women. Our median pay gap at 3% is significantly lower than the national average median pay gap of 18.1%.

Mean pay gap

12%

Median pay gap

3%

We are confident we pay men and women the same amount for doing equivalent work, but in common with many employers, we have more men than women in senior positions and this creates a gender pay gap.

For example, in our workforce women hold over 60% of the front of house staff positions. While more of our Head Chefs, General Manager and Deputy Manager positions are held by men, we have similar numbers of men and women in Assistant Manager and Trainee Assistant Manager positions.

Mean bonus gap

-255%

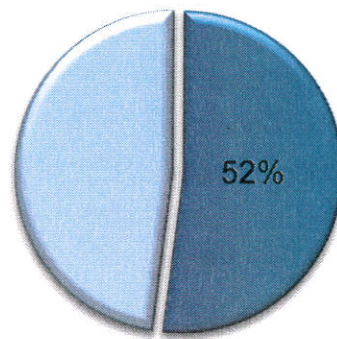
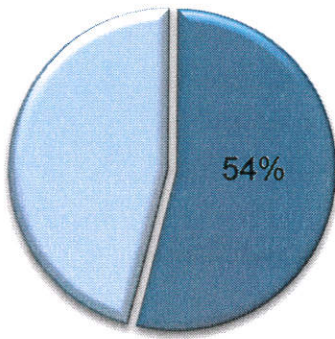
Median bonus gap

36%

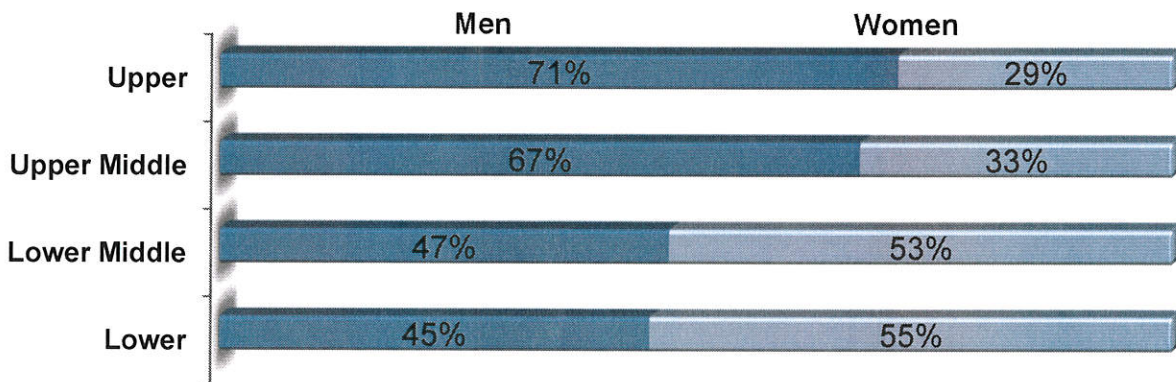
The bonus statistics are based on the bonuses received by our workforce in the year to 5 April 2017. In December 2016 certain employees received payments under the Company's employee share scheme, which is designed to incentivise and reward employees over the long term for their performance. These payments have resulted in the mean bonus gap moving significantly in favour of women. However, broadly similar numbers of men and women received a bonus during the relevant period.

Proportion of men receiving a bonus

Proportion of women receiving a bonus



Proportion of men and women in each quartile



Here at Loungers there is no complacency regarding the outcome of this analysis and we remain committed to lowering the pay gap by encouraging and supporting women in the workforce to have successful and fulfilling careers in our business.

Nick Collins
CEO

March 2018