

GUSTO

ITALIAN

GUSTO RESTAURANTS GENDER PAY GAP 2019 - 2020

Mean Gender Pay Gap 9.5%

Median Gender Pay Gap 9.6%

Proportion of males and females in each quartile band

Upper quartile male 76.7%

Upper quartile female 23.3%

Upper middle quartile male 68.8%

Upper middle quartile female 31.3%

Lower middle quartile male 57.3%

Lower middle quartile female 42.7%

Lower quartile male 46.1%

Lower quartile female 53.9%

Female as % of male 37.43%

Mean Bonus Gender Pay Gap 7.3%

Median Bonus Gender Pay Gap 5.3%

Proportion of males and females receiving a bonus payment

Proportion of males receiving a bonus 6.09%

Proportion of females receiving a bonus 4.33%

I confirm that the data published in this report is accurate.
Matt Snell, CEO of Gusto Restaurants Limited