

ROSA'S THAI

Gender Pay Gap Report 2021



Rosa's makes everyday Thai special

Our report for 2021, published in 2022, comes off the back a period when businesses were still under the Covid-19 pandemic and lockdown, which hugely affected the hospitality industry. The following information is taken on 4th April 2021 when we had 236 staff who were on furlough, and 157 staff who were working. 23 restaurants were operating takeaway and delivery service only, while 5 of our restaurants remained completely closed.

During this period when the snapshot was taken, we paid everyone £1 extra for every hour that they worked. This was to offset their lack of earnings from tronc as an effect of no dine-in trade. The £1 extra was paid out in the form of a bonus, therefore, everyone was paid a bonus equally based on the number of hours that they had worked.

In addition to this rather unusual year, even though reporting on gender is a legal requirement, we are fully aware that not everyone identifies as their legal gender status. These factors combined mean that this report is only a snapshot of our total population during a very unusual year.

Gillian Lambden | People Director



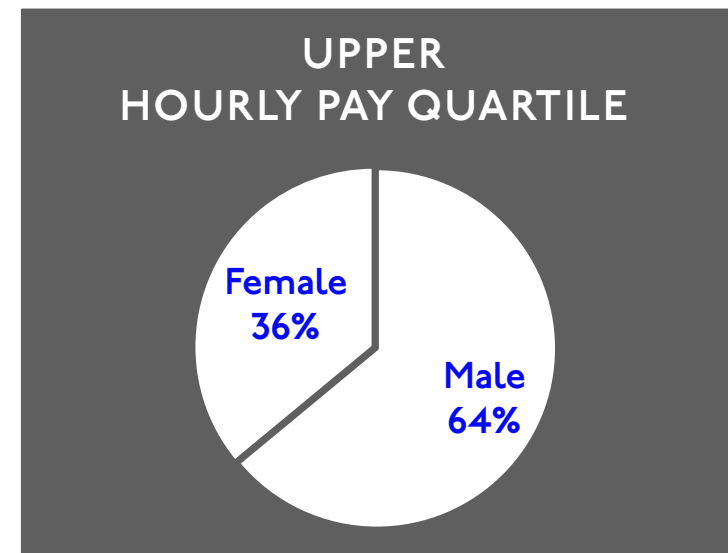
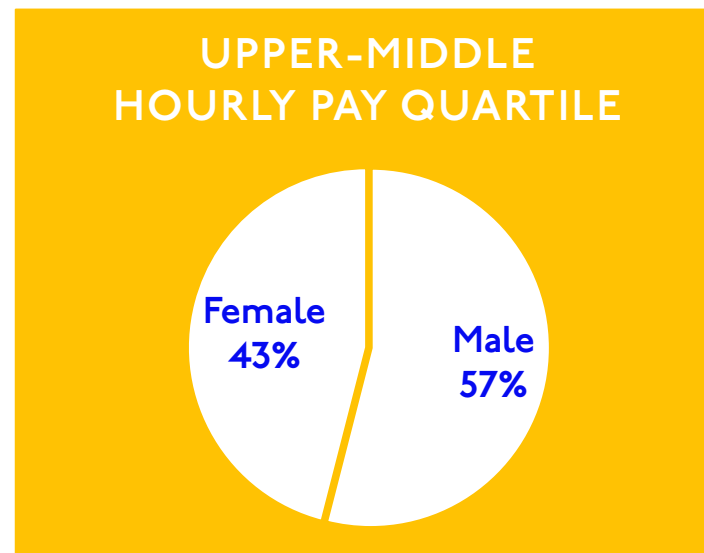
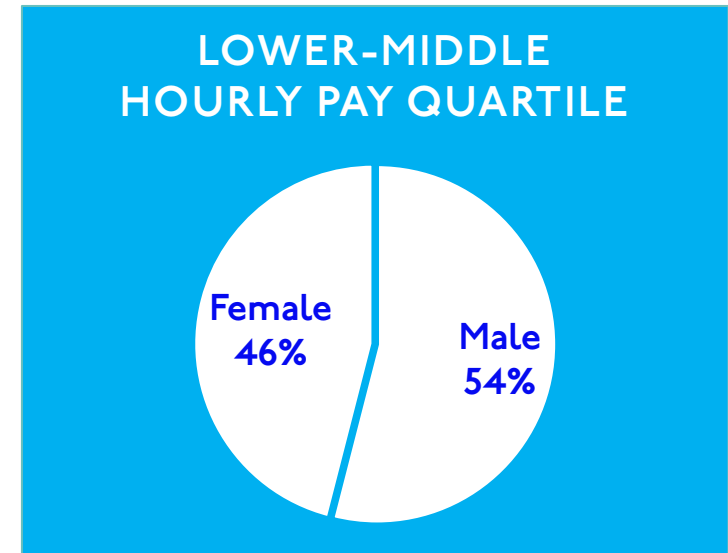
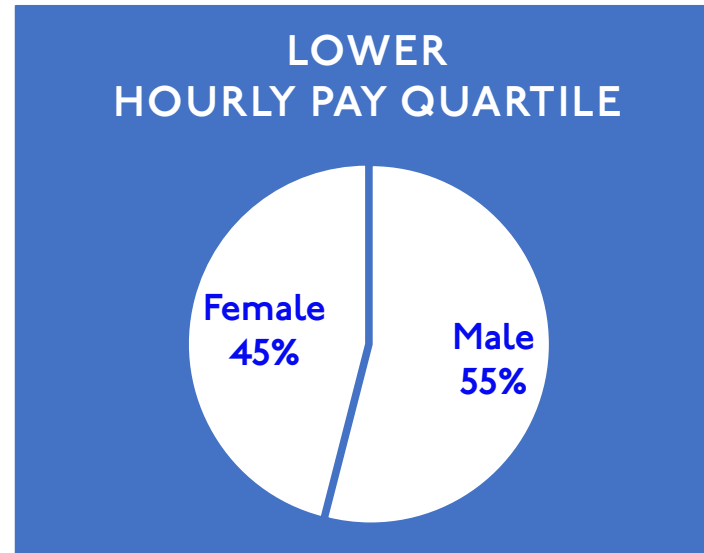
Official gender pay gap 2021

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There is a **9.5% pay gap** between the mean hourly rate of men and women, and there is a **0.7% pay gap** between the median hourly rate of men and women.

This shows that we operate at a lower rate than the national average gender pay gap.

The quartile numbers shown here are heavily influenced by the number of people on furlough vs the number of people working in the business so it is not an accurate snapshot of our workforce under 'normal' times.



Bonus pay gap 2021

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Mean gender pay gap using bonus pay

17%

Median gender pay gap using bonus pay

28.3%

85% of males & 85% of females received bonus pay

At the time the snapshot was taken, the bonus pay gap looks large because of the male skew in chef roles and kitchen staff, especially during the period when we had more delivery trade due to lockdown.

Most of our front of house team remained on furlough and had been given fewer hours as the business wasn't operating with full service.

Our commitments

Although these figures demonstrate a higher pay to men than women, this is only a snapshot of our total population during a period of a lockdown trade when we were under restrictions of a takeaway and delivery service only. However, we have continued to introduce policies to ensure equality at all levels.

Since this data was collected, we have continued to further improve our pay rate structure. This applies to everyone who works in the same position so that they are equally rewarded based on performance across the business.

We also have career pathways that encourage every team member at Rosa's to learn and develop themselves, and we have a consistent opportunity to grow within the company and, therefore, earn more.

We are committed to ensure equal opportunities at all levels for all genders.



