

ROSA'S THAI
GENDER PAY GAP REPORT



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The following information is taken as a snapshot on 5th April 2023 and we're pleased to share that further improvements have been made since our last report. Our Board of Directors, Senior Operations Team and our cohort of General Managers continue to be a 50/50 split of male/female. With the exception of the median bonus payout (where the actual number of individuals is lower), we have improved across all pay areas. We're hugely proud of these developments and what this says about our culture and commitment to gender equality.

Attracting females into our Head Chef roles remains an area of focus for us. We have made improvements in the last 12 months but there's still more to do. Here are our areas of focus for 2024:

- Continuing to celebrate and encourage internal female promotions to Head Chef, to clearly highlight as a career pathway.
- Continuing to improve our maternity leave policy
- Significantly reducing salaried contracted hours (but not pay) to ensure more work-life balance
- Trialing a job-sharing initiative for returning mothers in both a Head Chef and General Manger role



WOMEN'S HOURLY PAY RATE IS

5%

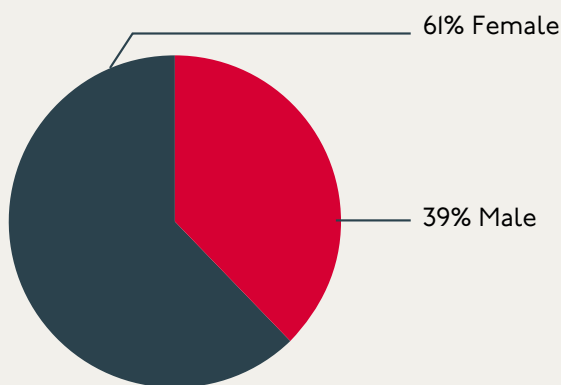
LOWER THAN MEN'S (MEAN)

AND

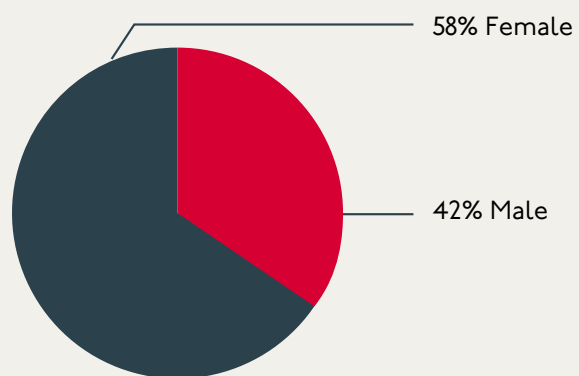
-12.4%

LOWER THAN MEN'S (MEDIAN)

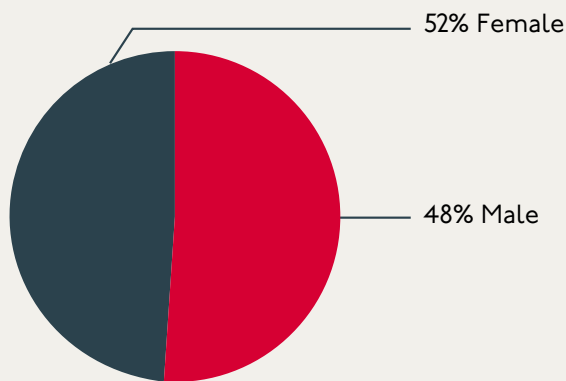
PERCENTAGE OF MEN AND WOMEN IN EACH HOURLY PAY QUARTILE



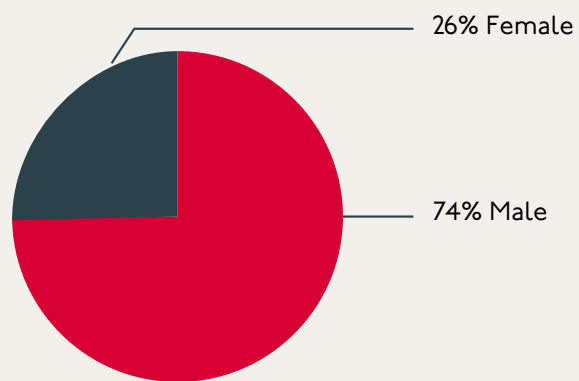
LOWER QUARTILE



LOWER MIDDLE QUARTILE

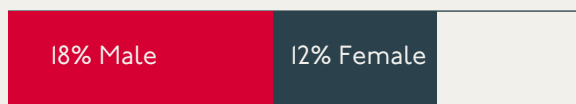


UPPER MIDDLE QUARTILE



UPPER QUARTILE

% OF MALE AND FEMALE RECEIVING BONUS PAY



MEAN GENDER PAY GAP USING BONUS PAY

24%

MEDIAN GENDER PAY GAP USING BONUS PAY

80.2%

Although the figures in this report show that we operate slightly below the national average, we have reduced our gender pay gap in the last 12 months and we're committed to reducing it further.

Our top three chef roles in the company continue to be held by females, and with the 50/50 gender split of our Exec team, senior operations and restaurant managers, we're immensely proud of the incredible female role models we have in our business.

Still some way to go, but a solid year for improvements.
I can confirm this information is correct.

Gillian Lambden
People Director



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