



# BUSABA EATHAI 2023

## GENDER PAY GAP REPORT





# Commentary

Busaba's values mean that we are committed to our teams' happiness, and we think their happiness is as important as that of our guests. We know their happiness directly impacts our guest's experience.

We are committed to being a fair and equal employer, we have 43 nationalities working at Busaba and we are proud of our diverse workforce. Our aim is to provide a successful and fulfilling career for all of our team members in a healthy, diverse and truly inclusive working environment.

We are committed to developing women into our leadership roles to promote diversity in our teams and we remain confident that our teams are paid equally for doing equivalent jobs across our business. We are proud to say that women occupy 45% of our leadership positions, and 50% of Executive positions (at the time of the data capture).

Whilst reporting on the gender pay gap is a legal requirement, we value and appreciate anyone who identifies differently from their legal gender status and fully support our non-binary team members and guests.

I confirm that the Gender Pay and Bonus Gap calculations and the data provided for Busaba Eathai Limited are accurate and were calculated using data for 5th April 2023.

Samantha Lampard, People Director







**Figure 1**

	Mean	Median
Ordinary Pay	-5.1%	-0.5%

Figure 1 illustrates our mean and median gender pay gap for ordinary pay as at 5 April 2023. The results demonstrate a very small gender pay gap within Busaba, with women currently earning marginally more than men.



# Bonus gap

Figure 2

	Mean	Median
Bonus Pay	3.8%	-13.6%

Figure 2 illustrates our mean and median gender bonus pay gap as of 5 April 2023. The results demonstrate that the mean bonus gap was 3.8%, suggesting that our male colleagues received slightly higher bonuses than our female colleagues, but this has changed in favour of women by 70.3% since 2020.

The median bonus pay gap is the middle number of all bonuses paid to both male and female team members in the year preceding 5 April 2023. The median bonus pay gap was -13.6% in favour of women.

All our bonus payments are based on performance objectives and paid to the team who achieve the bonus criteria.

## Proportion of employees receiving a bonus

Percentage of men receiving bonus	9.9%
Percentage of women receiving bonus	18.7%







# Summary

## Pay quartiles

	Lower	Lower Middle	Upper Middle	Upper Quartile
Men	70.3%	75.6%	67.0%	55.6%
Women	29.7%	24.4%	33.0%	44.4%

This shows the gender distribution across the four bands. These are calculated based on listing the lowest to highest paid member of our team and splitting into 4 equal quartiles.

## Learnings

In terms of the report itself, we are pleased to see that we have made progress since the last report, and there is a near equal distribution of men and women in our senior roles within Busaba.

We wish to focus on increasing female representation in our kitchen roles, as our kitchen team are predominately male (87%), with fewer women applying to work in these roles. As a company we are promoting flexible working and a variety of shift patterns to attract females to these roles, in addition to offering improved Company benefits.

We are relentless in our pursuit of fairness, and where there is a gap which cannot be explained, we will work to reduce that gap and, in the longer term, eradicate it entirely.