

CORBIN & KING

OUR GENDER PAY GAP REPORT 2017

EMPLOYEE BREAKDOWN



FEMALE 254

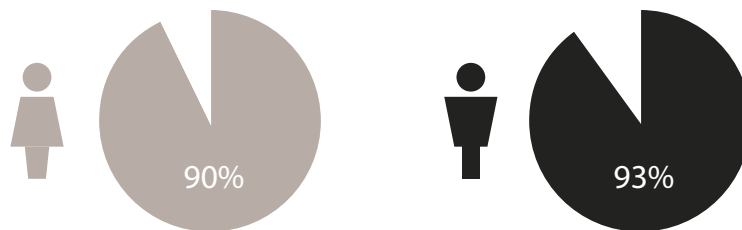


MALE 487

PAY & BONUS GAP

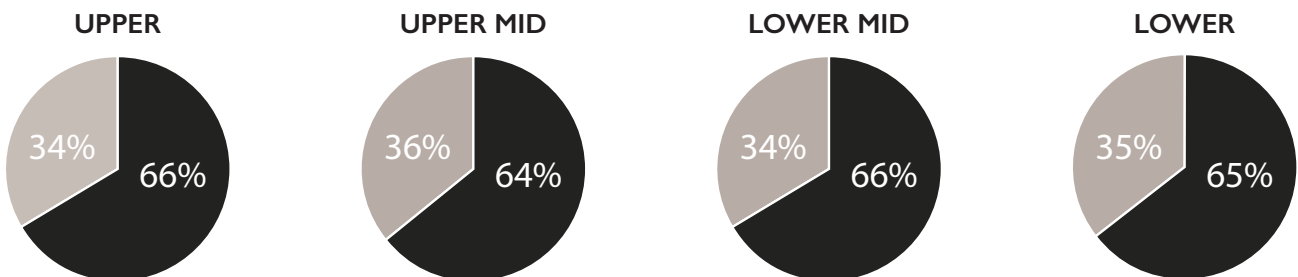
Calculations	%	Comments
Mean GPG in Hourly Pay	6.05%	In favour of females
Median GPG in Hourly Pay	0.43%	In favour of females
Mean Bonus GPG	5.53%	In favour of males
Median Bonus GPG	7.29%	In favour of females

PROPORTION OF EMPLOYEES WHO RECEIVED A BONUS



- The proprietors of the company are both male. This accounts for the 5.53% difference in bonus amount between males and females.
- Bonus wise, all Front of House and Back of House staff receive TRONC (service charge) and differentiation for this is based on seniority and the passing of points tests - neither is based on gender and is consistent throughout the sites.
- Both the Managing Director and Chief Financial Officer of the company are female.

PAY QUARTILES



- The above charts show gender distribution according to the quartile pay bands.
- Across the pay quartiles, females are represented near enough evenly throughout.



"I can confirm that the figures submitted for the snapshot date of 5th April 2017 are a true and accurate reflection and have been calculated in accordance with the regulations"

Zuleika Fennell
Managing Director