

# CORBIN & KING

## OUR GENDER PAY GAP REPORT 2018

### EMPLOYEE BREAKDOWN



FEMALE 292

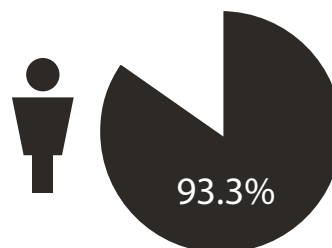
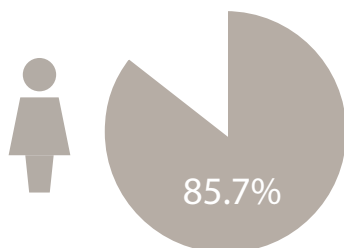


MALE 566

### PAY & BONUS GAP

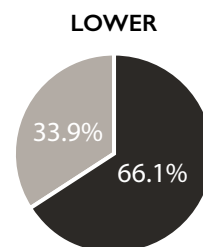
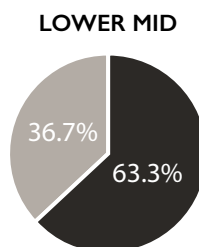
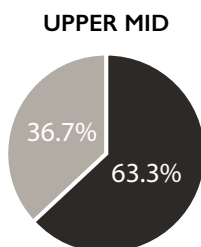
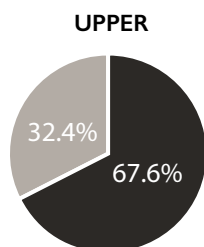
Calculations	%	Comments
Mean GPG in Hourly Pay	3.3%	In favour of females
Median GPG in Hourly Pay	0.3%	In favour of males
Mean Bonus GPG	2.5%	In favour of males
Median Bonus GPG	31.8%	In favour of females

### PROPORTION OF EMPLOYEES WHO RECEIVED A BONUS



- The proprietors of Corbin & King are both male. This accounts for the 2.5% difference in bonus amount between males and females.
- The Managing Director of Corbin & King is female.
- 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.

### 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 above are a true and accurate reflection and have been calculated in accordance with the regulations”

Zuleika Fennell  
Managing Director