

# **Giraffe Concepts Ltd**

## **Gender Pay Gap Report 2018**

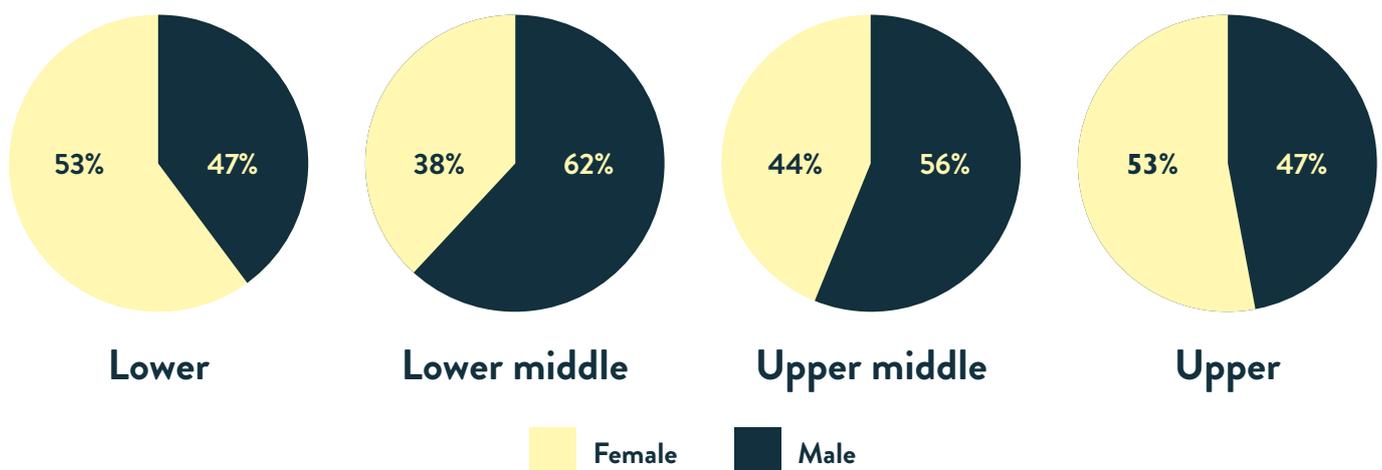
The gender pay gap is not the same thing as equal pay. Equal pay is about ensuring men and women performing the same or similar work are paid the same. By contrast, the gender pay gap is the statistical output of a calculation that involves grouping all employees performing all jobs together into one pool.

The UK government requires all employers with 250 or more employees to disclose their gender pay gap on an annual basis. The figures for **Giraffe Concepts Ltd (Giraffe, Slim Chickens and Ed's Easy Diner)** for 2018 are set out below.

## Pay and bonus gaps

	Mean	Median
Pay gap	8.33% Lower	2.25% Lower
Bonus gap	0	0

## Quartiles



## Percentage of men and women receiving bonuses

Men	10.90%
Women	5.69%

At **Giraffe Concepts Ltd**, we are proud that our gender pay gap results again fall below the national average. Our results for 2018 have continued to demonstrate our efforts to reduce any gender pay gap across the various metrics. Last year we recognised that to minimise any gap would take time as often our varying roles within the industry do attract differing sexes, however, our recruitment practices are extremely proactive, thorough and fair.

The results demonstrated in 2018 show that we have worked on our commitment to even out the upper and upper middle quartile results and we will continue to focus on the lower and lower middle quartiles over the coming year.

We are reassured to see that our bonus pay gap has significantly improved; however, bonus payments awarded have been limited in 2018 due to varying business constraints.

**Giraffe Concepts Ltd** are striving to continue to ensure that gender equality remains at the forefront of our people and business strategies.

I confirm that this information is accurate at the time of publishing.



Tom Crowley, CEO