

PREZZO

Gender Pay Gap

Report 2019



The Prezzo Ingredients

Welcome to our second Gender Pay Gap Report. This report provides a snapshot of the Prezzo Ltd. pay gap between males and female taken on 5 April 2018. It also compares bonus payments made between 6 April 2017 and 5 April 2018.

Our workforce is predominantly restaurant based with 96% of employees working in a customer facing environment or field based role. The remaining 4% of employees work within our Support Centres.

Gender Pay Gap

Mean **8.7%**
Prezzo

Median **0.9%**
Prezzo

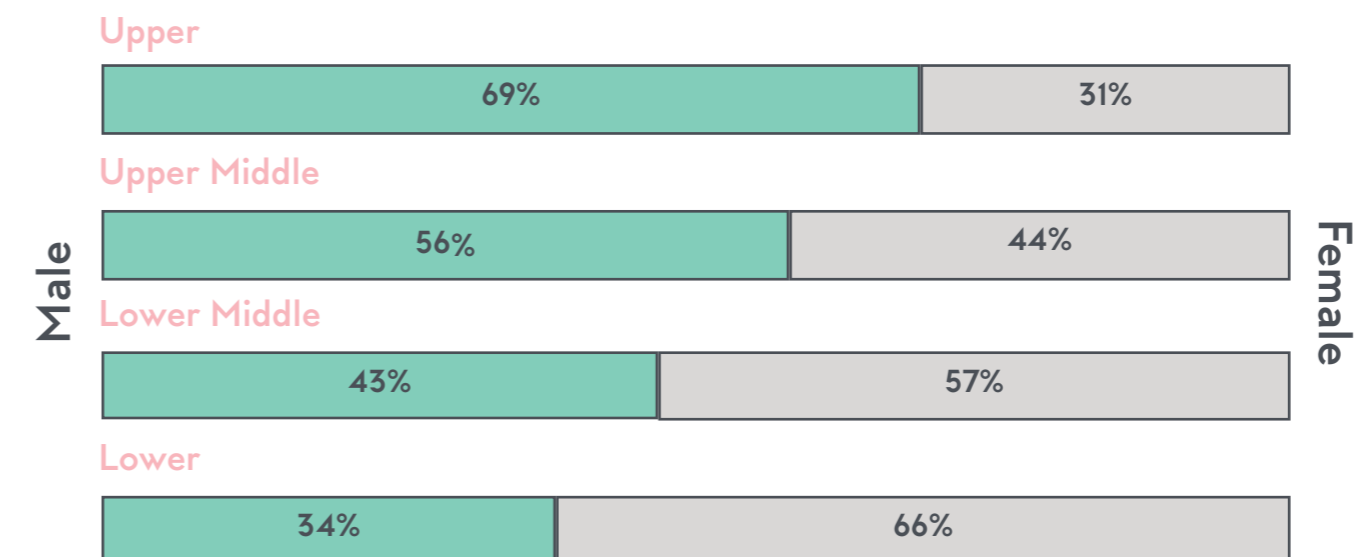
Paid bonus

14.3%
Male

10.8%
Female

Quartile Pay Bands

We have a greater number of female team members in the lower and lower middle quartile as roles in front of house provide more flexibility in working hours and the ability to work family friendly hours.



Bonus amount

In our Support Centre the pay gap is greater due to more senior management positions, with higher pay rates being held by males. This is also reflected in the bonus element.

We're driving progress on the gender pay gap at Prezzo, by creating a greater level of gender diversity within our senior manager population, through internal talent management and succession planning.

24%
Mean bonus gap

23.2%
Median bonus gap

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