



gender pay gap report

2018





our gender pay gap report is the important measure of average pay difference between men and women within our wagamama family. regardless of the work they do and the role they hold

be you. be wagamama. be equal

at wagamama, we believe in egalitarian eating. long communal benches. for anyone and everyone. no matter who you are, you can take a seat and slurp. inclusivity and equality

our recent gender pay gap report reflects that this same equality exists and thrives within our wagamama family

our mean gender pay gap for the reportable period is -8.8%, and our median gender pay gap is -22.2% (both in favour of women). we are particularly proud of the gender balance that exists at senior levels within wagamama

at wagamama, we offer equal opportunities to help all our people build careers with us. we celebrate inclusivity and diversity, and in the spirit of kaizen, we will continue to focus on balancing opportunities throughout the business

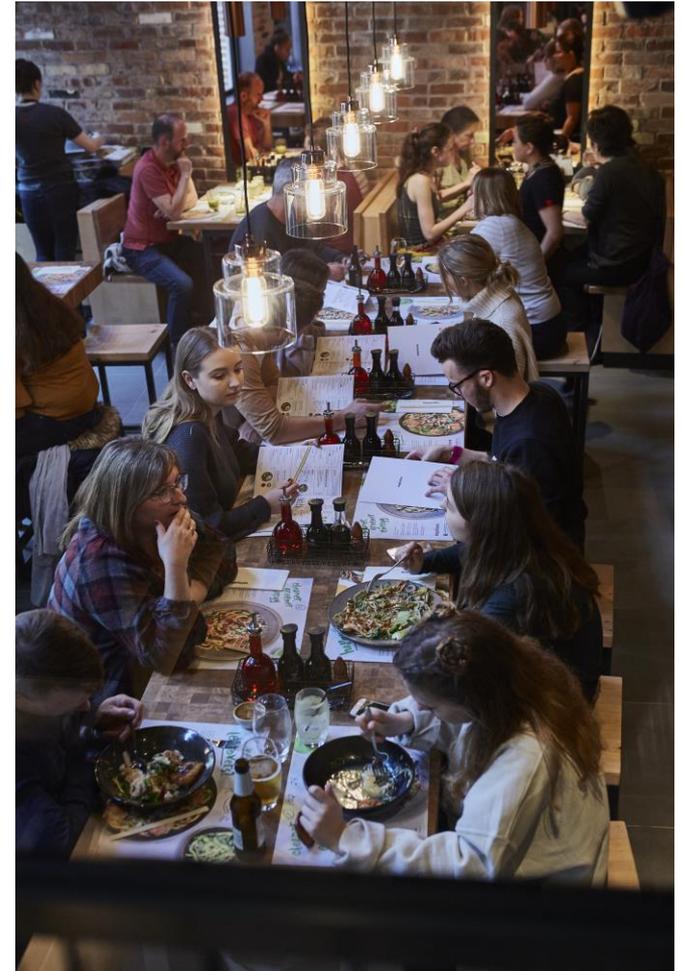
we continue to grow and evolve, thanks to our brilliant people who are the heart and soul of wagamama

a detailed breakdown of our results can be seen below

i can confirm the data reported is accurate

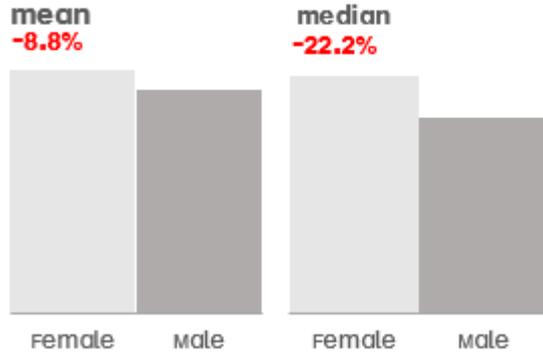


thomas heier
people director



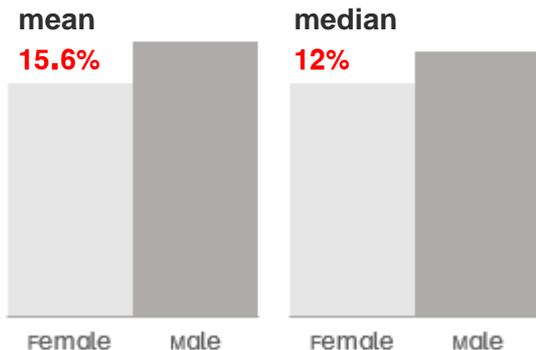
our results

pay gap

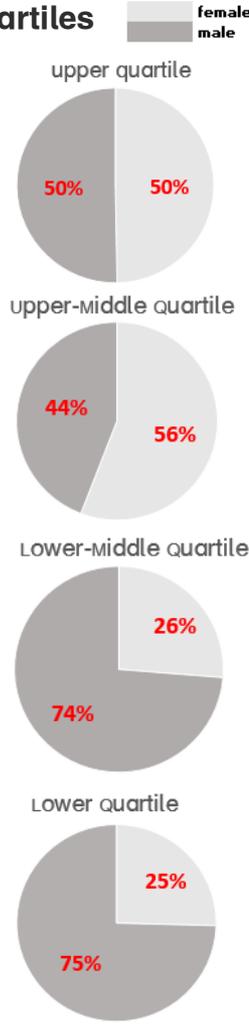


bonus gap

- 824 men receive a bonus (27.0%)
- 466 women receive a bonus (22.3%)



pay quartiles



* pay gap

we have determined our pay gap information based data for everyone who worked for us on the 'snapshot' date of 5 april 2017

our mean pay gap is calculated by comparing the difference between the average pay of all men and all women as two distinct groups. we are proud of the gender balance that exists at senior levels within wagamama

our median pay gap is calculated by comparing the difference in the hourly rate of pay for the respective man and woman who are at the mid-point of each group. as we have high proportion of women working in senior roles and more male employees traditionally working in back-of-house roles, we are reporting a median pay gap in favour of women

* bonus gap

the mean and median bonus pay calculations relate to any bonuses that paid in the reporting period of 6 april 2016 to 5 april 2017. in this period 27% of men, and 22.3% of women, received a bonus. in this instance, as more men than women received bonus payments, both the mean and median measures are in favour of men

* pay quartiles

we calculated these quartiles by listing every member of the wagamama family in order from the highest to the lowest paid. we then split this list into four equal groups and looked at the proportion of men and women in each group