



Gender
Pay Gap
report
2019

GENDER PAY GAP REPORT 2019

Gender Pay Gap Legislation in the UK (introduced in April 2017) requires all employers of 250 or more employees to publish their gender pay gap for workers employed on a certain day each year- the data in this report is from the snapshot date of 5th April 2018.

Here at Le Pain Quotidien Ltd (UK) we believe that our team members are our family, and like any proud parents we want to give them the best opportunities to thrive- irrespective of gender, age, background, ethnicity or religion.

The table below shows Le Pain Quotidien's **gender pay gap** on the snapshot date of the 5th April 2018. A positive figure shows there is a difference in favour of men, and a negative figure shows a difference in favour of women.

	Mean	Median
Hourly rate	2.4%	-0.1%

We have a mean (average) difference of 2.4% between men and women's hourly rates. This was worked out by comparing the hourly rates of all full time relevant male and female team members.

This is significantly better than the UK National average, which sits at 18.4%, but we will continue striving to try and reduce that gap even further.

Our median pay gap is -0.1% in favour of women. If you lined all of our male and female team members up in two separate rows in order of hourly rate, the median figure is the difference between the middle point in each row.

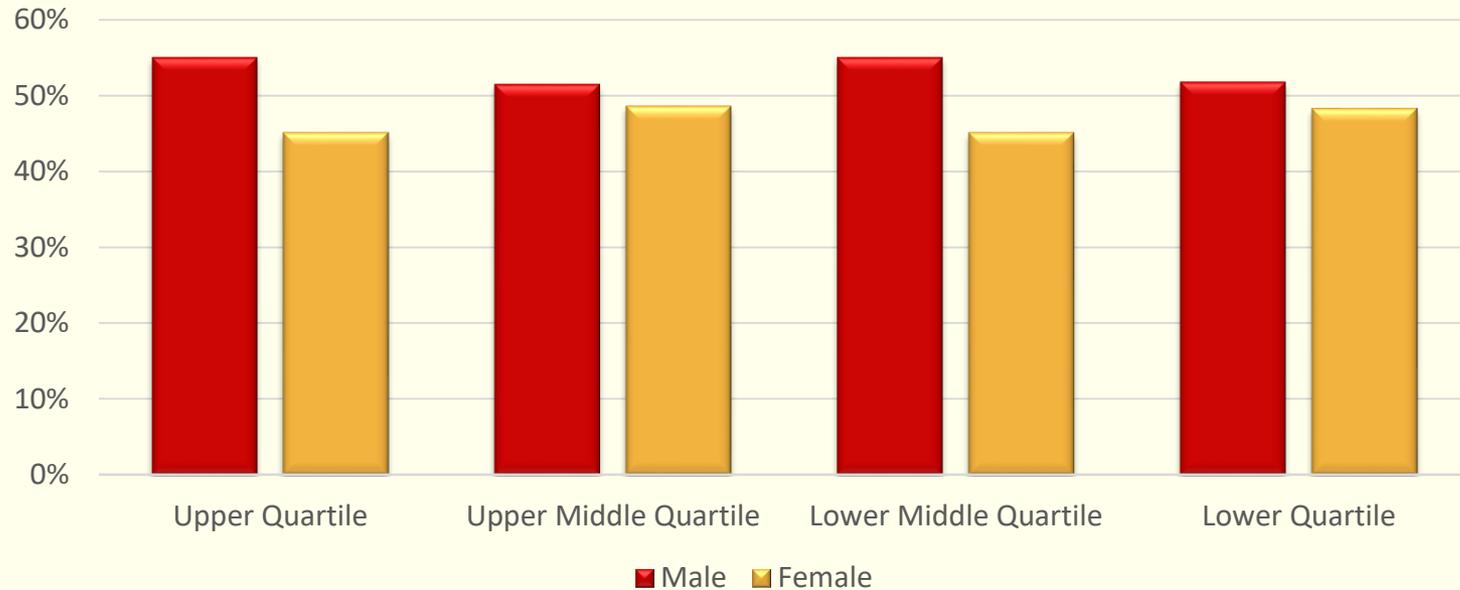
The table below shows Le Pain Quotidien's **bonus pay gap** on the snapshot date of the 5th April 2018. A positive figure shows there is a difference in favour of men, and a negative figure shows a difference in favour of women.

	Mean	Median
Bonus Gap	-12.6%	17.3%

We have a -12.6% mean bonus gap in favour of women, which is due to having more women receiving bonuses than men. This is a huge improvement on 2017, where the difference was 18.6% in favour of men. However, the median figure shows that the men who are earning bonuses have earned substantially bigger bonuses than women.

Gender	Male	Female
% receiving bonus	67%	63%

Pay Quartiles



The above chart divides team members into four separate groups (called quartiles) according to where their salaries sit in our pay scale, then splits them into men and women. We have a fairly even distribution of men and women across all quarters, and since the snapshot date Le Pain Quotidien has employed a number of women in senior management roles.

Declaration



I can confirm that the data in this report is accurate.

Carrie Bowers

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