

Gender Pay Reporting – 2017

Gender Pay Gap Legislation (developed by the Government Equalities Office) introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap for workers in scope as of 31st March, 2017. Our Le Pain Quotidien approach to pay supports the fair treatment and rewards of all staff irrespective of gender.

Our current pay system covers every role within the business – from our Kitchen Porters through to the Executive Team. We reward our people for giving the best possible LPQ Experience whatever role they do.

	Mean Average	Median Average
Gender Pay Gap	2.1%	-0.5%
Gender Bonus Gap	18.6%	17.3%

Proportion of males and females receiving a bonus payment

Gender	%
Male	80%
Female	78%
Grand Total	79%

Proportion of males and females in each pay quartile

Gender	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Male	59%	49%	52%	60%
Female	41%	51%	48%	40%

We confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Peter Jenkins

Managing Director

For and Behalf of Le Pain Quotidien UK