



Vapiano UK's Gender Pay Gap Report 2019

Introduction

All UK companies with over 250 employees are required under current UK legislation to report on their gender pay gap.

The gender pay gap shows the differences across a number of pay related areas of a business between men and women including:

- The mean and median gender gaps in hourly pay
- The mean and median gender gaps in bonus pay
- The proportion of men and women who received bonuses
- The proportion of male and female employees in each pay quartile.

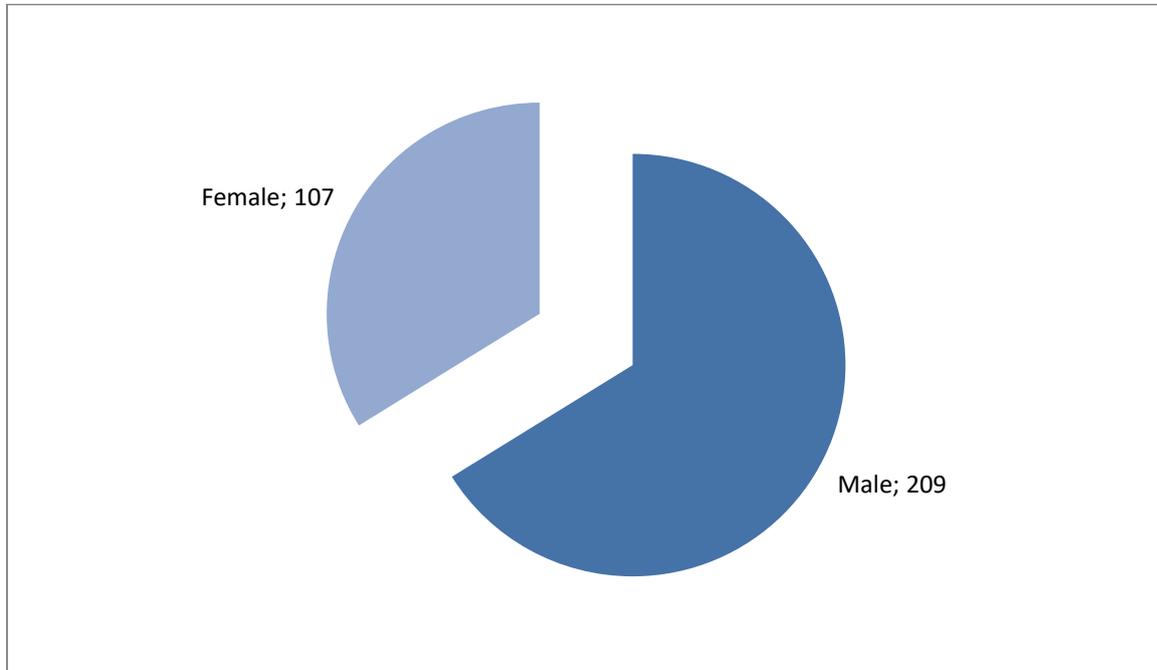
Vapiano here in the UK is committed to having a diverse and inclusive team.

We are confident that we provide equal opportunities to all our current and potential employees across all aspects of our business and during their employment with us including pay.

Our workforce

Here in the UK a significant majority of our workforce are employed in our restaurants themselves (98.1%) and 85.44% of our workforce are hourly paid.

The gender profile of our workforce as at the reference period is as follows:



As at the reference period the Company employed 316 employees compared to 267 at the same time in the previous year (increase of 49 employees) and of the additional employees 27 were male and 22 were female.

This shows that as of the reference period we continue to have a 2:1 ratio of males to females in the Company.

Gender Pay Gap Report

- **Gender Pay Gap in Hourly Pay**

Mean: 7.87% (male to female) – this was 4.04% the year before.

Median: 1.69% (male to female) – this was -1.17% the year before

As the data shows the mean and median gender pay gap has marginally increased in the last 12 months.

- **Bonus Gender Pay Gap**

Mean: 6.22% (male to female) – this was -3.74% the year before

Median: 11.11% (male to female) – this was -5.56% the year before

- **Proportion of males and females receiving a bonus payment**

Males: 59.64% of male workforce (37.91% the year before)

Females: 65.25% of female workforce (37.65% the year before)

As a company all employees have the ability to earn a bonus during the course of a fiscal year. In the year being reviewed significantly more employees received a bonus payment in comparison to the previous year but what the data shows is that the bonus gender pay gap has slightly increased on the previous reporting period.

The value of the bonus is determined by the role in which an employee is employed.

Proportion of Males and Females in each Pay Quartile

	Lower	Lower-Middle	Middle-Upper	Upper
Male	56.96%	51.90%	77.22%	78.48%
Female	43.04%	48.10%	22.78%	21.52%

As the data shows and as per the previous year we have significantly more male employees across the Company. The percentage split of males to females in the middle- upper and upper quartiles has slightly increased in the reference period. As at the reference period there were 40 salaried restaurant based roles, the male/female split in these roles is 28/12 (2:1)

Actions to address the results of the review

Vapiano here in the UK remains committed to addressing any gender pay gaps identified.

We have during the last fiscal year and will continue to undertake a range of actions including but not limited to:

- All salaries and hourly rates of pay assigned to restaurant based roles are reviewed on going and are monitored to ensure that they are being adhered to in order for us to have equality across our workforce regardless of their gender. This will continue in the coming years.
- Ensure that our employees move through the pay bands/ bonus schemes as they develop their careers with us.
- We will continue to undertake pay rates analysis across the sector and the UK.
- We will continually review our recruitment /succession policies and processes, focusing on attracting more females in to both senior salaried and hourly paid roles in the restaurants.
- Continue to actively support flexible working across the Company and fully support anyone returning to work from maternity or adoption leave.
- Ensure that gender equality is always actively promoted and occurring in all areas of the Company.
- We will undertake further analysis of this data to ensure it is fully understood across the Company.

We the undersigned hereby certify that the information contained in this statement is factual and has been approved by the Vapiano SE Board of Directors.

Signatures below:



Vanessa Hall
Group CEO



Craig Goslin
Country Director UK