



Gender Pay Report 2020

Due to the impact of Covid-19 last year and the fact that Gender Pay Gap reporting was no longer a mandatory requirement, we took the decision not to publish the report on the year to April 2019. All efforts were focussed on managing the business and looking after our people during those unprecedented times.

The snap shot of the data for the 2020 report (April 5th 2020) coincided with the vast of the work force being on furlough (furlough pay was expressly excluded from the legislated calculation formula). Therefore, this year's Gender Pay Gap data is based on only 121 employees. As this number was less than 2% of our overall workforce this means that the published numbers will not be a true reflection of our gender pay gap and makes any meaningful interpretation of the data or comparing to previous years' results extremely challenging.

With the above caveat in mind, we have seen a rise in the Gender Pay Gap in 2020 with the median gap increasing to 6.6%, an increase of 5.5% from 2019. Similarly, the mean gap has also increased, to 16.3% from 6.4% in 2019.

The Bonus Pay median (based on the period April 6th 2019 – April 5th 2020) across all employees is in favour of women at -30.4%, a movement of -19.8% from last year. The Percentage Paid Bonus for men remains much higher at 45.9% than for women at 26.7% although this compares to 47.6% and 26.4% in 2019 respectively. During the reporting period all bonuses were linked to a Balanced Scorecard and business performance against a number of key metrics.

Our Pay Quartiles have seen a decrease in the percentage of women in every quartile other than the Upper Middle Quartile with an increase of 3.6% to 43%. The percentage of women in the lower quartile has decreased from 65.2% to 47%. The percentage of women in the lower middle quartile has decreased from 56% to 47%.

In the period since we last reported PizzaExpress has undergone a number of significant changes including undertaking a CVA last September which resulted in the closure of over 80 sites. There has also been a change of ownership with PizzaExpress having been acquired by Bain Capital and Cyrus Capital in October last year. As a result we have a new Executive Board, 80% of whom are women.

Introduction

PizzaExpress remains committed to fairness, inclusion and equality for all across the business. We are proud of the diversity amongst our teams and of a culture that encourages them to bring their true self to work. We have signed up to the Diversity in Hospitality Travel & Leisure Charter promoting opportunities for women to progress their careers in the sector. Our Managing Director, Zoe Bowley, sits on the Advisory Board. Amongst other EDIB related initiatives we have committed to the Race At Work Charter, begun data collection in readiness for ethnicity pay gap reporting and are supporting the Ethnic Minorities Future Leadership Programme. Following learnings from the pandemic and having sought feedback from employees we have also fully embraced hybrid working within our Head Office sites to maximise flexibility and ensure a healthy work life balance. We have also now given EDIB clear ownership within the business with accountability now clearly defined within a number of job roles. We have also established a number of listening group forums across the business to look at gender, generation, ethnicity and LGBTQIA. The outputs from these forums will further help inform our action planning for 2022.

We want to be an attractive employer to all and commit to promoting diversity regarding generation, religion, disability, nationality and ethnicity, race, and cultural and social background, in order to create a work environment that is free of prejudice - where ‘Everyone Belongs’.

I can confirm the data reported is accurate.

Kate Daines
People Director UK&I

Our Results

Pay – Hourly Rate

Gender Pay	PizzaExpress 2020	2019
Mean	16.3%	6.4%
Median	6.6%	1.1%

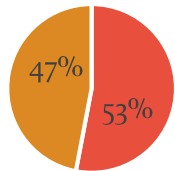
Bonus Pay

Gender Bonus	PizzaExpress 2020	2019
Mean	-39.9%	-27.1%
Median	-30.4%	-10.6%

Pay Quartiles

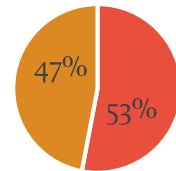
Proportion of male and female employees according to quartile pay bands

Lower Quartile



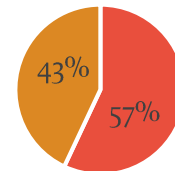
■ Male ■ Female

Lower Middle Quartile



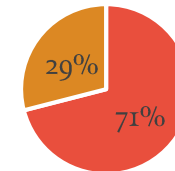
■ Male ■ Female

Upper Middle Quartile



■ Male ■ Female

Upper Quartile



■ Male ■ Female

Paid Bonus

	Male	Female
Total Employees Paid	4,679	4,664
Number of employees Paid Bonus	2,146	1,247
% Paid Bonus	45.9%	26.7%