



## **Gender Pay Report 2018**

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# Introduction

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We have seen a positive movement in our Gender Pay 2018, reducing the Median Gender Pay Gap to 3.3%, an improvement of 1.6% compared with 2017. While our Gender Pay Gap is considerably lower than the UK average of 19.3% (Median, ONS January 2018) we are continuing our work to address this gap to ensure we have a diverse workforce and the ability to attract applicants of different ages, backgrounds and nationalities.

The progress this year has come, in part, by an increasing number of women in higher-level roles. We have increased the number of women in the upper pay quartile by 2% over the last year. Our overall UK population is balanced at 49.25% women.

We are continuing to develop our talent throughout all levels in our businesses. Diversity and inclusion remain at the heart of how we work and we remain committed to narrowing this gap in a sustainable way.

This report sets out our results and I can confirm that these are accurate.

A handwritten signature in blue ink, appearing to read "Superville".

People Director, PizzaExpress

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# Our Results



## Pay - Hourly Rate

Gender Pay	PizzaExpress 2018	2017
Mean	7.6%	8.1%
Median	3.3%	4.9%

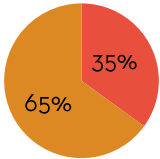
## Bonus Pay

Gender Bonus	PizzaExpress 2018	2017
Mean	-7.7%	-19.9%
Median	-163.5%	-423.8%

## Pay Quartiles

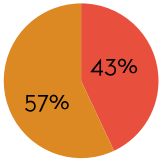
Proportion of male and female employees according to quartile pay bands

Lower Quartile



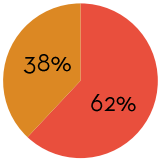
Male Female

Lower Middle Quartile



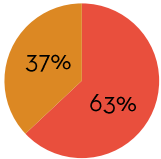
Male Female

Upper Middle Quartile



Male Female

Upper Quartile



Male Female

## Paid Bonus

	Male	Female
Total Employees Paid	5,249	5,207
Number of employees Paid Bonus	1,081	703
% Paid Bonus	20.6%	13.5%