

WAHACA GENDER PAY GAP 2018



At Wahaca we recognise that the world is made of many different people, benefit and origins. We are committed to achieving a working environment which provides equality of opportunity and freedom.

We believe in creating a diverse and gender balanced workforce in our business, which not only reflects our teams and guests but also the communities that we are part of.

We welcome the sharing of our gender pay gap report as an opportunity for us as a business to have meaningful conversations about equality and together with our teams take action and challenge ourselves to create an even more inclusive workforce.

Thomasina Miers & Mark Selby
Founders

OUR RESULTS

At Wahaca we have a mean gender pay gap of **1%** (average) and a median (middle) gender pay gap of **0.2%**. This is smaller than the current national median average of **18.1%**.

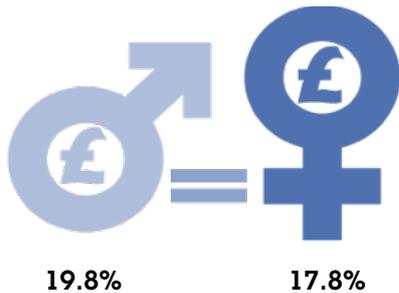
PAY: HOURLY RATE

MEAN 1%

MEDIAN 0.2%

We know there is still work to do and we are committed to closing the gap. We know that our gender pay gap is not a pay issue but a lack of female representation in certain positions such as our back of house roles.

PAID BONUS



Amount of bonus paid:

DIFFERENCE BETWEEN MEN AND WOMEN:

MEAN -73.5% MEDIAN -150%

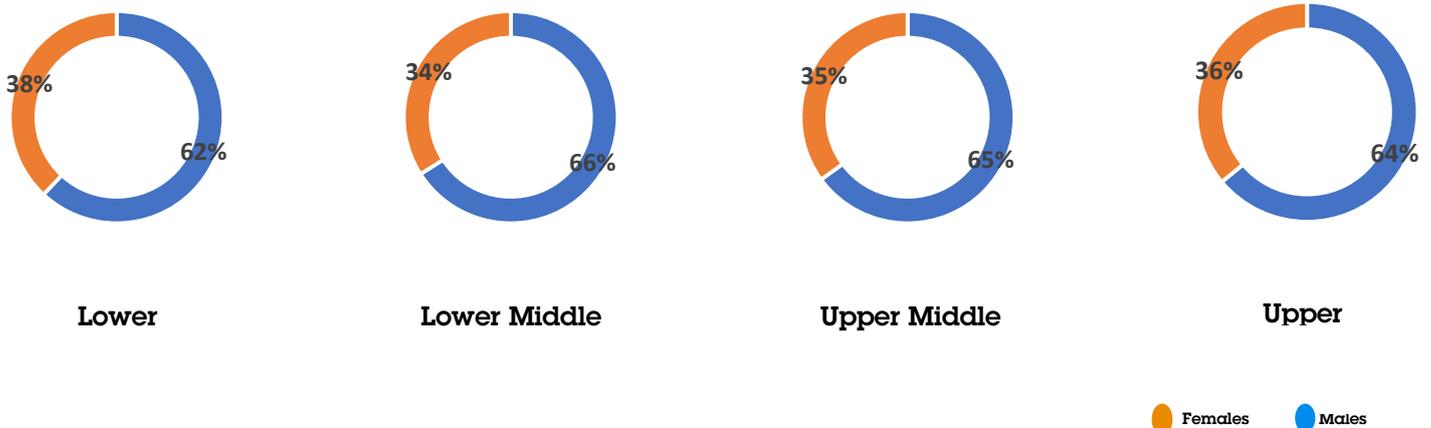
The mean and median amount of bonus paid during the bonus pay period* was higher for our female workforce. We have a very competitive reward scheme in place for our managers and our most profitable restaurants have a greater representation of women in FOH management roles.

*All bonus information is based on a 12 month reference Until 5th April

There is a 2% difference between the number of males and females being paid bonus in 2017. This is due to the imbalance of male and females filling particular roles within our business, specifically our Head Chefs

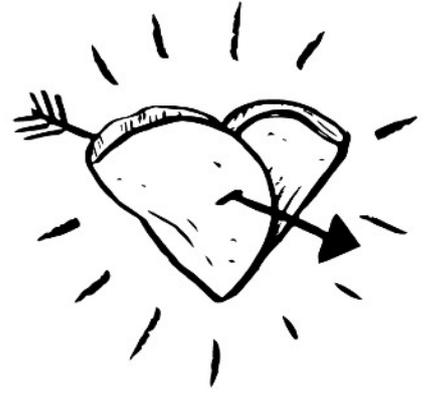
PAY QUANTILES

Proportion of male and female employees according to quartile pay



We are confident that we pay men and women doing the same roles within Wahaca equally. However, when looking at pay within each of the pay quartiles we know that the gender pay gap reflects the imbalance of males and females fulfilling particular roles within the business.

WE ARE IN BUSINESS TO MAKE A DIFFERENCE



OUR COMMITMENTS

- Actively look at our recruitment practices for back of house roles to ensure more female representation.
- Inspire the next generation of female chefs through our founder Thomasina Miers.
- Review our current policies to ensure that every policy, procedure and line manager guidance encourages inclusive ways of working that reinforces the Wahaca way.