



# GENDER PAY GAP REPORT 2020

Our core values at Pret mean that we place great emphasis on our employee's happiness. We recognise that their happiness is critical to our business and impacts the happiness of our customers. We also focus on achieving high standards and improving in any way that we can. We also believe in 'doing the right thing' – a common phrase within Pret

This report looks at the gender pay gap across 9,995 employees, taking

a snapshot of the data on 5th April 2020 which is the criteria specified as part of the Gender Pay Gap legislation and is calculated using the approach required by the regulations.

The results tell us that we have a good representation of males and females across all four quartiles of our business. Our mean pay gap has increased to 6.9%, with our median pay gap decreasing to 0%. The principle reason for the increase to the mean

pay gap is due to hourly paid employees being on furlough during the relevant pay period - legislation requires those on furlough to be excluded from the calculation. These results are extremely positive when compared with the UK average of a 15.5% 2020 median pay gap.\*

In terms of bonus pay gaps, both the mean and median bonus pay gaps have reduced and over 90% of both our male and female employees receive a bonus.

★ PRET A MANGER ★

## WHAT IS THE GENDER PAY GAP?

All UK organisations with over 250 employees are required to publish details of their gender pay and bonus gaps. The aim behind this is to help reduce any pay gaps between women and men in the workplace.

Gender pay looks at the entire employee population. In Pret's case this equates to 9,995 employees (as at 5 April 2020) from our newest Team Member to our most Senior Executives.

## IS THE GENDER PAY GAP THE SAME AS EQUAL PAY?

No, the Gender Pay Gap and Equal Pay are different. Equal Pay looks at ensuring that women and men are paid equally for the same or similar work.

The Gender Pay Gap measures the difference between the average pay of women and men across the entire organisation, expressed as a percentage. It therefore reflects any imbalance between the proportion of women and men employed by the organisation.

## WHICH CALCULATIONS ARE REQUIRED?

In accordance with requirements Pret has published the required six calculations showing our:

1. average gender pay gap as a mean average
2. average gender pay gap as a median average
3. average bonus gender pay gap as a mean average
4. average bonus gender pay gap as a median average
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. proportion of males and females when divided into four groups ordered from lowest to highest pay.

## MEAN AND MEDIAN EXPLAINED

The mean pay and bonus gaps are based on a calculated average for female and male employees. To calculate this you add up the hourly pay rate (or total annual bonus) for all female employees and divide this by the total number of female employees there are in the organisation. You would then do the same for male employees. The difference between these two results is the mean pay and bonus gap.

The median is the middle pay (or bonus) point for men and women. It is important to understand that the middle pay point for women may very well be at a different pay point than for men, so the median does not necessarily compare the same roles. The pay and bonus data is ranked in order from highest to lowest. The median pay (or bonus) would be that received by the woman or man in the middle.

# PRET'S GENDER PAY STATISTICS

Of the 9,995 employees employed as of 5 April 2020, 6,024 were female and 3,971 were male.

## Base Pay Gap

Mean Pay Gap		Median Pay Gap	
2018	2020	2018	2020
4.3%	6.9%	0.75%	0%

## Bonus Pay Gap

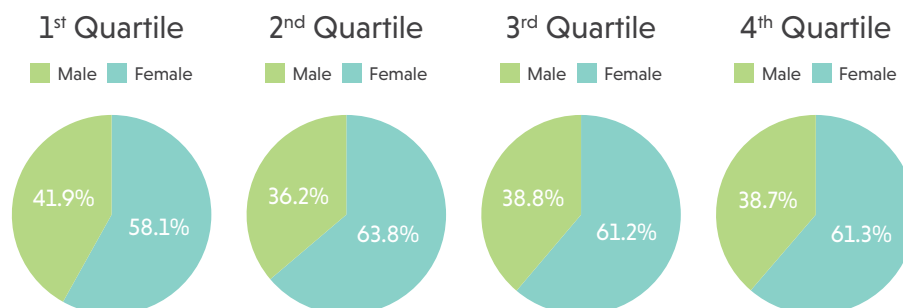
Mean Bonus Pay Gap		Median Bonus Pay Gap	
2018	2020	2018	2020
16.53%	14.5%	13.75%	8.9%

## UNDERSTANDING THE GENDER PAY GAP

Two years on, our gender pay gap remains largely the same. Although there is a slight increase in the mean pay gap owing to the impact of furlough.

With our median pay gap decreasing marginally this year this demonstrates that we are continuing to maintain our position on gender equality in pay.

## Proportion of Women and Men by Pay Quartile



## Proportion of Women and Men who Receive a Bonus

Women	Men
90.1%	90.9%

## UNDERSTANDING THE GENDER BONUS GAP

2020 saw a decrease in both the mean and median bonus gap. The mean bonus gap decreased from 16.5% to 14.5% and the median bonus gap decreased from 13.75% to 8.9%. The main contributing factor for there being a gap continues to be part time workers, who are overwhelmingly female. As a retail business, we provide a number of flexible working patterns which allow our employees to work around needs such as childcare or studying. Our part time employees receive a bonus which is directly linked to the numbers of hours that they work and as the take up of part time working is greater for women, the bonus that they statistically receive is lower meaning that we have a bonus pay gap. We are confident that much of this difference relates to a choice of working pattern.





## OUR PLANS

In our previous report we explained that we would trial a new set of flexible working options. These trials have been very successful and welcomed by our employees. During 2021 these flexible ways of working are being rolled out, providing as many employees as possible with a range of choices to work flexibility, including the options to work part time and flexible hours.

We continue to develop women into senior roles as well as monitoring our recruitment and development practices to ensure that there are equal opportunities for all. During 2021 all of our Senior Leaders will be attending Inclusive Decision Making workshops.

Thinking about the wider Diversity and Inclusion agenda, Pret has engaged an experienced Consultancy to review our Diversity and Inclusion performance and recommend what we can do to continually improve in all areas. We are excited to be at the stage of identifying key actions and engaging our teams on this exciting journey.

We believe that these initiatives will ensure we continue to live our value of 'Doing the Right Thing' and investing in the happiness of our teams.