

Samba London Limited Gender Pay Gap Report 2017

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, private sector employers with over 250 employees are required to report six metrics relating to their gender pay gap as of the 5th April 2017 which was the snapshot date. The data must then be published onto the government sponsored website and our own website.

Samba London Limited comprises of **SUSHISAMBA**, Duck & Waffle and an onsite shared services department which are all located at 110 Bishopsgate, London EC2N 4AY.

As a Company we are on a mission to create impressive venues, deliver unpredictable, multi-sensory experiences, set trends in the hospitality industry, and place culinary excellence at the core of everything we do.

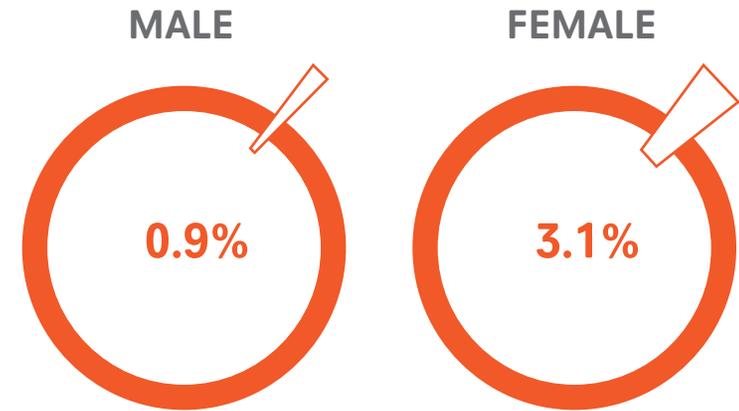
Our people bring this to life and are essential to the success of our Company. We strive to nurture and maintain an inclusive culture that understands and values the diversity of our employees, guests, suppliers and communities. We encourage an environment where every person, no matter what age, ethnic origin, national origin, gender, lifestyle, race, religious beliefs, sexual orientation or cultural background are recognised, feel valued and can go as far as their talent, ambition and hard work allow.

Gender Pay Gap Calculations

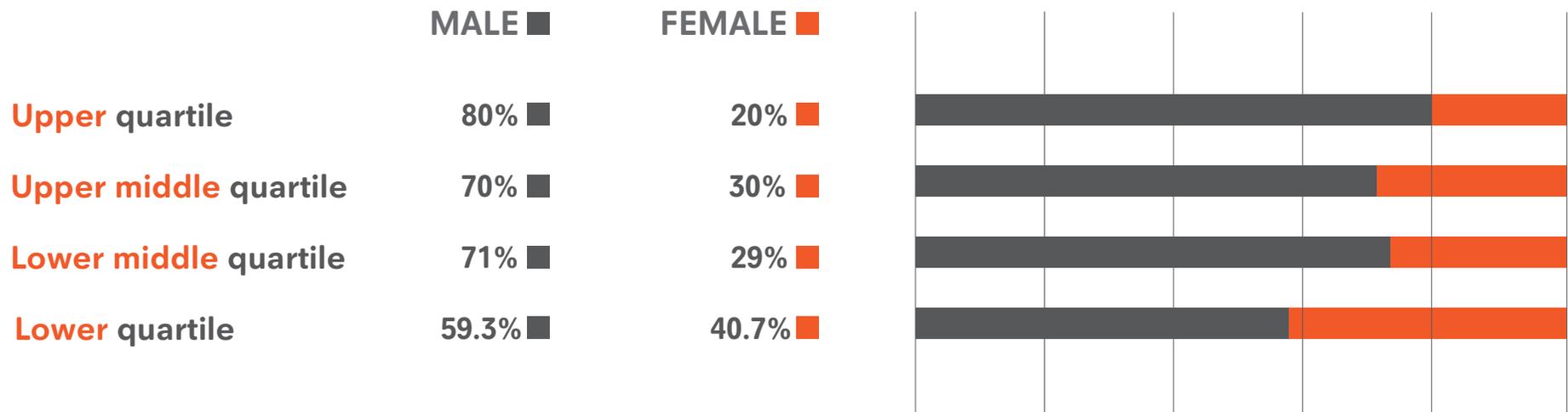
On the snapshot date we had 324 relevant employees of which 227 (70%) were male and 97 (30%) were female.

Mean pay gap:	5%
Median pay gap:	0%
Mean bonus pay gap:	68.1%
Median bonus pay gap:	91.1%

Proportion receiving a bonus:



Pay quartiles by gender:



The food and beverage industry is typically male dominated which is reflected across our organisation from culinary through to management. The results show that our mean pay gap is low which is extremely positive, despite having more male employees. We are delighted to confirm that our median pay gap shows that there is equality and consistency for males and females as they are paid the same.

The results for the bonus pay gap data represents a very small percentage of our total workforce which equates to **1.54%**. The results do however, show that we have a **higher proportion of females receiving a bonus than males**. The mean and median bonus gap are higher because the males who receive the bonus are in more senior roles, though as explained this is a nominal portion of our workforce.

We are confident that our HR processes and practices ensure that our employees are not paid differently due to gender. We are committed to attracting, recruiting and retaining the best talent and actively create an environment where individuals develop further in their professions through fair HR processes and practices.

We recognise that we can continue to drive our strategic approach to diversity and the importance of our leadership team to champion this consistently. We will look to improve our HR policies and procedures to promote the development and progression of all our employees.

I confirm the data published is accurate.

Patricia Gonzales
Chief Administrative Officer