

# Samba London Limited

## Gender Pay Gap Report 2018

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 2018 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 and Waffle and an onsite shared services department which are all located at 110 Bishopsgate, London EC2N 4AY. The roles we employ range from chefs to waiting staff for both restaurants along with head office positions.

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.

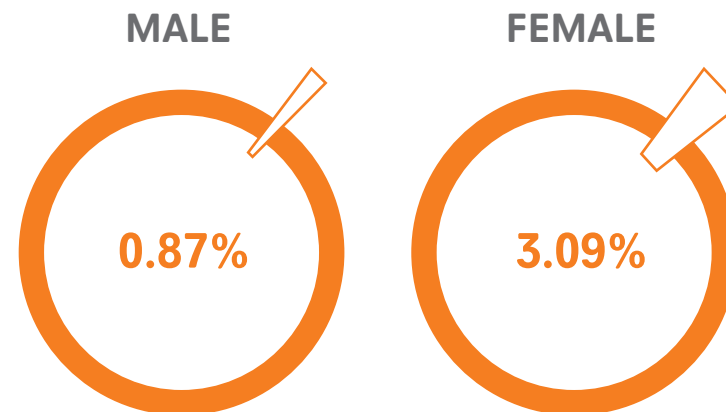
Our people bring this to life and are essential to the success of our Company. We strive to nurture and maintain an inclusive culture that understands and values the diversity of our employees, guests, suppliers and communities. We encourage an environment where every person, no matter what age, ethnic 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

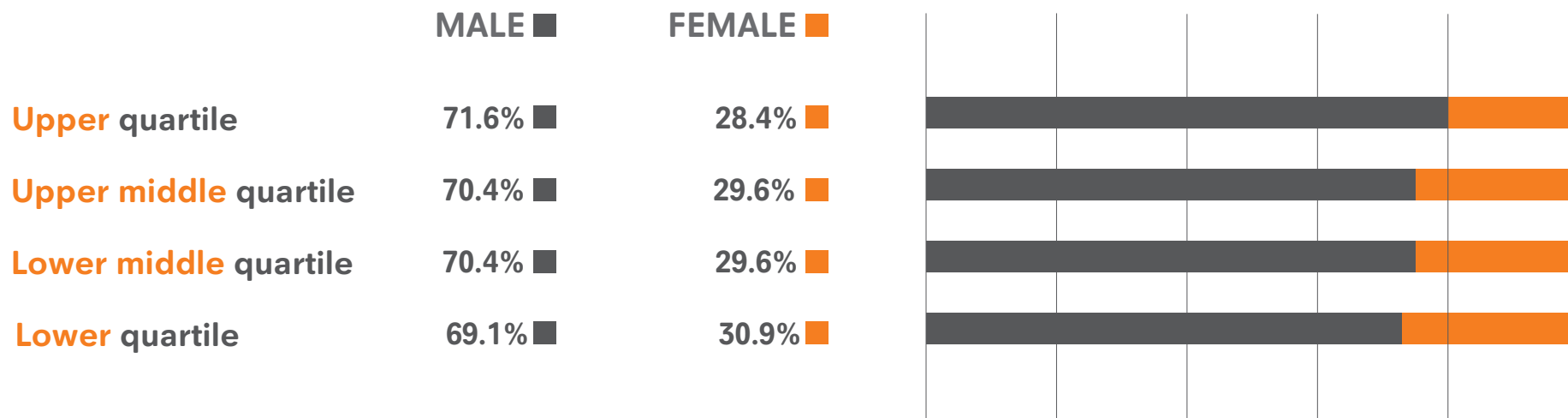
On the snapshot date we had 326 relevant employees of which 229 (70%) were male and 97 (30%) were female.

Mean pay gap:	4.3%
Median pay gap:	0%
Mean bonus paygap:	63.3%
Mean bonus pay gap:	89.6%

## Proportion receiving a bonus:



## Pay quartiles by gender:



In line with the food and beverage industry our employees are predominately male, with fewer females applying to work in these roles. This is reflected across our organisation from culinary through to management.

The results show that our mean pay gap has decreased since last year by -0.7% and highlights positive progress. In addition, for a second year in a row our median pay gap shows that there is equality and consistency for males and females as they are rewarded in the same way. Our median pay gap is also significantly lower than the national average reported by the Office for National Statistics in the UK of 17.9% (October 2018).

The results for the bonus pay gap data continue to represent a nominal portion of our total workforce which equates to 1.53%. Whilst we have a higher proportion of females receiving a bonus, the males receiving a bonus are in senior roles and therefore reflects the mean bonus pay gap and median bonus pay gap being higher. When we compare the data to last year's report, we have reduced the mean bonus pay gap by -4.8% and the median bonus pay gap by -1.5% too.

The results showing the pay quartiles by gender demonstrate where employee salaries sit on our pay scales which are then split into male and female. The data shows that we have an even distribution in each quartile of females which is an improvement when compared to last year. This is particularly notable in the upper quartile where we have increased the number of females by 8.4%.

Overall, we have seen positive improvements when compared to last year and will continue to build upon this. We are confident that our HR processes and practices ensure that our employees are not paid differently due to gender. 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 will continue to be at the core of what we do.

**I confirm the data published is accurate.**

**Patricia Gonzales**  
**Chief Administrative Officer**