



EVERY BENUGO COFFEE IS CARBON NEUTRAL AND RAINFORD ALLIANCE CERTIFIED

COFFEE	PRICE
ESPRESSO	2.00 - 2.50
MACCHIATO	2.00 - 2.50
AMERICANO	2.00 - 2.50
CAFFÈ LATTE	2.50 - 3.00
FLAT WHITE	2.50 - 3.00
COFFEE BOOST	1.50

# GENDER PAY GAP REPORT

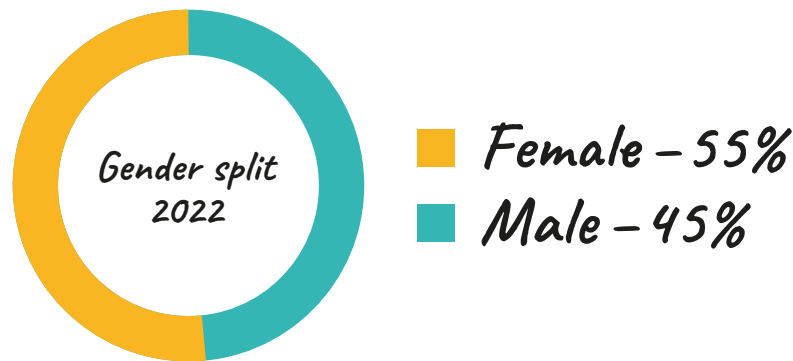
2022/23



# RELEVANT EMPLOYEE POPULATION

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 The gender pay gap analysis is based on the snapshot date of 5th April 2022. This date has been used to determine the relevant employee population to use in the analysis.  
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The report includes all Benugo employees who had a relevant contract of employment on this date. Employees that have not been included were those on annual leave, maternity, paternity, adoption, parental or shared parental leave or any other types of leave such as study or sabbatical.



Total workforce: 1,410

	FEMALE	MALE	GRAND TOTAL	% FEMALE	% MALE
BAND 1	213	138	351	61.00	39.00
BAND 2	204	149	353	58.00	42.00
BAND 3	204	148	352	58.00	42.00
BAND 4	159	195	354	45.00	55.00
TOTAL	780	630	1,410	55.00	45.00

In 2022, the gender split within our team was 55% female and 45% male based on a total number of 1,410 employees (including those that identify as such on information provided at time of hire).

In 2021, most of the workforce were furloughed on the 5th April (the snapshot date) and therefore excluded from the count; 100% female workforce was maintained as 13 members of the team were kept on full time salary positions

Headcounts split by quartiles and gender – BAND 1 being the lowest hourly rates and Band 4 being the highest hourly rates.

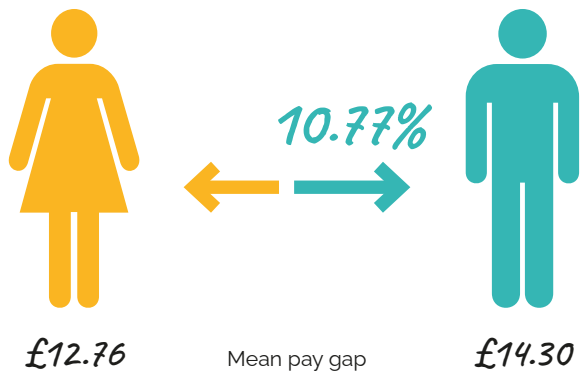
# GENDER PAY GAP RESULTS

## MEAN GENDER PAY GAP

The mean gender pay gap is the difference in the average hourly pay for women compared to men. This is calculated by adding up all the hourly rates separately for male and female employees and dividing by the total number of results in each list.

In 2022, the gender pay gap was 10.77%

MEAN (HOURLY RATE)		
FEMALE	MALE	% GENDER PAY GAP
£12.76	£14.30	10.77

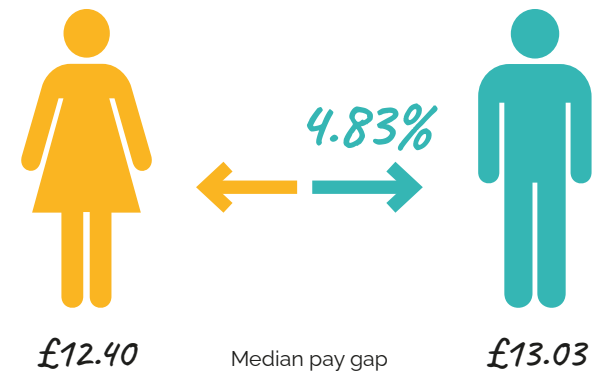


## MEDIAN GENDER PAY GAP

The median pay represents the middle point of a population. If you lined up all the female and male employees within the business, the median is the difference between the hourly pay rate for the middle woman compared to the middle man.

In 2022, the median pay gap was 4.83%

MEDIAN (HOURLY RATE)		
FEMALE	MALE	% GENDER PAY GAP
£12.40	£13.03	4.83



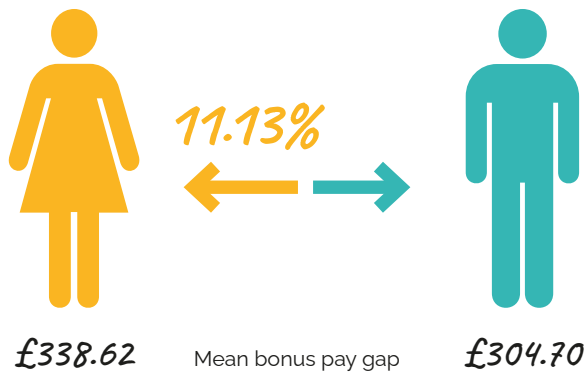
# BONUS PAY GAP

In 2022, 1.26% of the female workforce received a bonus versus 2.18% male.

## MEAN GENDER BONUS PAY GAP

The mean average bonus pay for women was £338.62 versus £304.70 for male therefore women out-earned men by 11.13%.

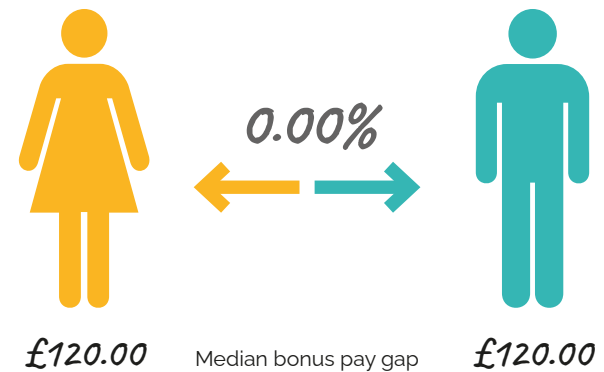
MEAN BONUS PAYMENT		
FEMALE (£)	MALE (£)	% BONUS PAY GAP
338.62	304.70	11.13%



## MEDIAN GENDER BONUS PAY GAP

The median bonus pay was an even £120.00 for both genders.

MEDIAN BONUS PAYMENT		
FEMALE (£)	MALE (£)	% BONUS PAY GAP
120.00	120.00	0.00



# OUR CONTINUED INVESTMENT IN OUR PEOPLE

## MANAGER-IN-TRAINING PROGRAMME

In 2022, 34 participants graduated from our Manager-In-Training programme with an even 50/50 split of 17 graduates female and male.

## MINIMUM WAGE APRIL 2023

The national minimum wage will increase up to £10.42 from the 1st April. At Benugo we will be raising our minimum wage to £10.75 (after the probation period). Under 18s will increase to £9.50 after the probation period.

## DIVERSITY, EQUITY AND INCLUSION

We launched our monthly Employee Network Group, Enlight – with the aim to educate and promote diversity within our business with a focus on Pride, Black History Month and Neurodiversity. The group includes representatives from all the areas of the business from the shop floor teams, management and support office.

## WOMEN IN HOSPITALITY TRAVEL AND LEISURE (WIHTL)

In order to enhance our commitment to DE&I, we work in partnership with WiHTL to progress the conversation, raise awareness, improve education and create tangible actions to build and strengthen the diverse talent pipeline within our business.

## WELL-BEING

In addition to the comprehensive well-being package we have in place, we added a new well-being app to the benefits through Aviva DigiCare+ which offers an annual health check, access to a digital GP, second medical opinions, nutritional consultations and mental health support.

## PLANNED TRAINING INITIATIVES FOR 2023

**APPRENTICESHIP PROGRAMME** – we are working in partnership with a range of learning providers to deliver innovative training and development for existing team members and those who join us, seeking a career into the future. These Development Journeys combine practical on-the-job training with study, for a varied length of time, depending on the programme.

**CHEF ACADEMY** – programme demonstrating the journey a chef can take to become expertly-trained. From Kitchen Porters to Commis Chefs up to Chef de Partie, the Chef Academy's purpose is to support the development of our junior chefs. We want to enable every Benugo chef to reach their full potential, and we believe that they deserve a best-in-class training experience. As well as empowering each individual, this ethos will in turn improve the quality of the offer for our customers, help our chefs to feel more fulfilled in their work, and support them in building their career with us. We have actively encouraged an increased participation for women in both of these training programmes and will continue to do so with all the initiatives that we undertake.

**EMPLOYEE SURVEY** – this is a great tool to identify opportunities to improve our business, increase employee engagement, improve employee retention and foster a positive working environment where employees feel valued and heard.



## CLOSING STATEMENT

We are actively working to improve the diversity upwards into our senior leadership team. Our focus for the coming year will be to give more visibility to under-represented groups within our organisation.

