

GENDER PAY GAP REPORT

We are an employer with more than 250 employees and therefore we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in Dirty Martini; it will not involve publishing individual employee's data.

We can use these results to assess:

- ✓ the levels of gender equality in our workplace
- ✓ the balance of male and female employees at different levels
- ✓ how effectively talent is being maximised and rewarded.

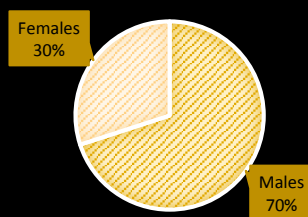
Our Gender Pay Gap results are based on our employees as at 5th April 2018

HOURLY RATES: Difference in mean hourly rate of pay = 5.2%; Difference in median hourly rate of pay = 0.0%

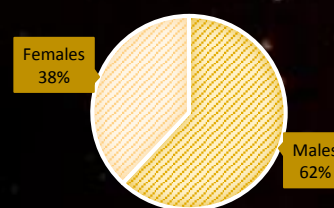
BONUSES: Percentage of females receiving a bonus = 7.3%; Percentage of males receiving a bonus = 10.4%
Difference in mean bonus pay = 14% (in favour of females); Difference in median bonus pay = 43% (in favour of females)

QUARTILES:

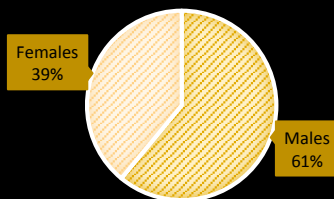
UPPER QUARTILE



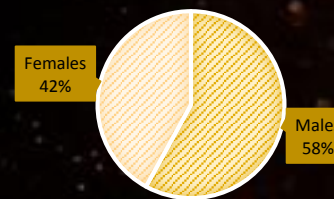
UPPER MIDDLE QUARTILE



LOWER MIDDLE QUARTILE



LOWER QUARTILE



OUR COMMITMENT

At Dirty Martini we are committed to creating a diverse and inclusive work environment by striving to ensure our recruitment, selection, training, development, pay and reward procedures are fair for all and based solely on relevant aptitudes, skills and abilities.

Our results are lower than the average national pay gap and we are very pleased to report a 0% gender pay gap in our median hourly rate of pay. Variances are seen mainly in the pay quartiles and bonuses due to the different representations of males and females in different job roles, for example; a we have higher male representation in middle management and operational roles and a higher female representation in sales, marketing and people roles.

Since April last year we have already made improvements to our recruitment, learning and development processes which have supported us in working towards a more equal balance of males and females across all job roles. As the business grows, we continue to work hard in this direction with the aim of creating diverse teams in all areas of the business.