

# GENDER PAY GAP REPORT 2020

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:

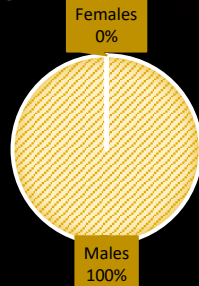
- ✓ the levels of gender equality in our workplace
- ✓ the balance of male and female employees at different levels
- ✓ how effectively talent is being maximised and rewarded.

Our Gender Pay Gap results are based on our employees as at 5<sup>th</sup> April 2020

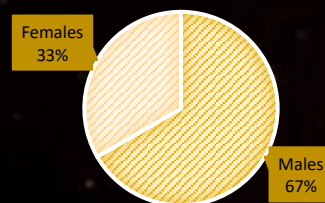
**HOURLY RATES:** Difference in mean hourly rate of pay = 20.9%; Difference in median hourly rate of pay = 25.4%

## QUARTILES:

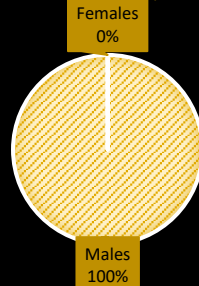
### UPPER QUARTILE



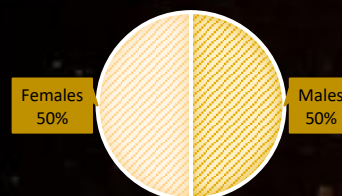
### UPPER MIDDLE QUARTILE



### 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 not representative of our 'normal' workforce, as the majority of our employees were on furlough at the date of the calculations. Variances are seen mainly in the pay due to the different representations of males and females in different job roles, for example; a we have higher male representation in upper management and operational roles and a higher female representation in sales, marketing and people roles.