

Gender Pay Gap Reporting Statement 2017

Comptoir Group PLC

As a business we have a passion for everything we do, we strive for excellence and our customers and employees are at the heart of this ambition. Our business comprises the brands of Comptoir Libanais, Shawa, Yalla Yalla, Kenza Restaurant and Levant Restaurant.

We care for our people and recognise that they are our greatest asset. We want to ensure our workforce is diverse and inclusive and our culture continues to be open, fair and inclusive. As a result of our policy, we currently have 44 different nationalities in our team!

We are committed to building a company which people want to work for and we encourage an environment where every person, no matter what age, education, ethnic origin, national origin, gender, lifestyle, race, religious beliefs, sexual orientation, work history or cultural background are recognised, feel valued and can go as far as their talent, ambition and hard work allow. Our recruitment and pay policy is based on Fairness for all and rewarding the best talent irrelevant of their gender or background.

We recognise the implementation of mandatory gender pay gap reporting is an important step in terms of progression and transparency to encourage greater equality of opportunity for women in work.

Our core business and offer, Comptoir Libanais, is designed mainly around its appeal to female customers and we actively seek female employees to join us, especially in leadership roles, to provide integrity to the heritage of our brand as well as to balance the team in our family. Due to a characteristically mainly male dominated industry we continue to reach out to our internal team to recommend a friend with focus on recruiting female employees. We are pleased with our progress to date and our current leadership positions in the General Management population at Comptoir Libanais stands at 55% male and 45% female.

We have a mean gender pay gap of 6.8% favouring males and a median gender pay gap of -5% favouring females, both of which are positively significantly below the national average and median figures as reported by the Office of National Statistics, 2017.

Our Gender Pay Gap Report illustrates that we are making significant progress with regards to equality of pay for female employees, with our median result illustrating that we are positively and successfully managing pay for female staff. We recognise that we need to improve our proportion of female staff, especially in senior management positions. The Food & Beverage sector of the industry is typically male-dominated and this is reflected across our organisation, from chefs through to managers.

We will continue to provide access to training and development opportunities to encourage and promote progression into more senior roles. We continue to ensure our HR policies encourage and support flexible working within the organisation. Our HR team actively supports our diversity message across the organisation by positively influencing and challenging our hiring managers to ensure they recognise how their individual behaviours and actions impact our overall ability to create an open, fair and inclusive workplace culture. We are confident that all our HR processes and practices ensure that our people are not paid differently due to gender.

We have a zero % result for bonus payments as no bonus payments are currently made by the Company.

Results

Mean Gender Pay Gap 6.8%

Median Gender Pay Gap – 5.0%

Mean Bonus Gender Pay Gap 0%

Median Bonus Gender Pay Gap 0%

Quartiles

Proportion of Different Genders in Lower Quartile

Male	77%
Female	23%

Proportion of Different Genders in Upper Quartile

Male	68%
Female	32%

Proportion of Different Genders in Upper Middle Quartile

Male	77%
Female	23%

Proportion of Different Genders in Upper Quartile

Male	72%
Female	28%

The results above are based on 607 employees – 447 Male (74%) and 160 Female (26%).

I confirm the data published is accurate



Chaker Hanna
Chief Executive Officer