



Gender Pay Gap Report for Thursdays (UK) Limited (trading as TGI Fridays, 63rd+1st and Fridays and Go)

Reporting date / "snapshot" date: 5 April 2023

What is it?

- From 2017, all UK companies with 250 or more employees on their "snapshot date" are required under UK Government regulations to report on their gender pay gap.
- The gender pay gap is the equality measure that shows the difference in average (mean or median) earnings between women and men across a workforce, regardless of the role held or seniority. This is expressed as a percentage of men's earnings.
- The following statement will confirm for Thursdays (UK) Limited (trading as TGI Fridays UK, 63rd+1st and Fridays and Go) on 5 April 2023 (the "snapshot date"):
 1. The mean and median gender gaps in hourly rates of pay of full-pay employees
 2. The mean and median gender gaps in bonus pay
 3. The proportion of male and female employees who were paid bonus pay
 4. The proportion of male and female full-pay employees in each quartile pay band.
- The results below were submitted to the UK Government's Gender Pay Gap Service and are based on data taken as of the snapshot date.

Results:

1 and 2: Pay and Bonus Gap

Difference between men and women	Mean (average)	Median (middle)
1. Gender Pay Gap	14.9%	3.5%
2. Gender Bonus Gap	51.4%	14.7%

3: Proportion of male and female employees receiving a bonus:

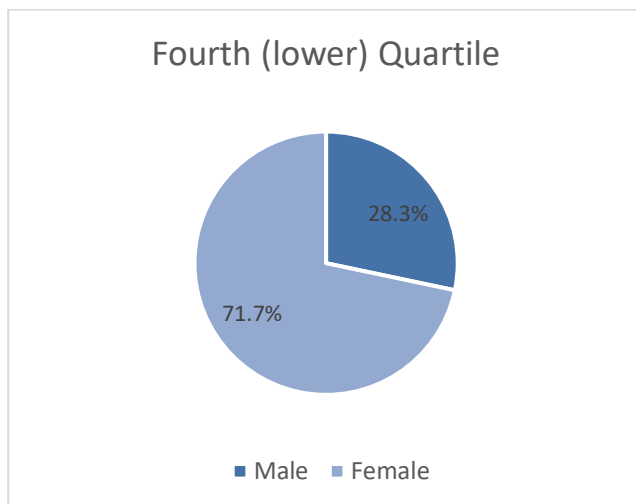
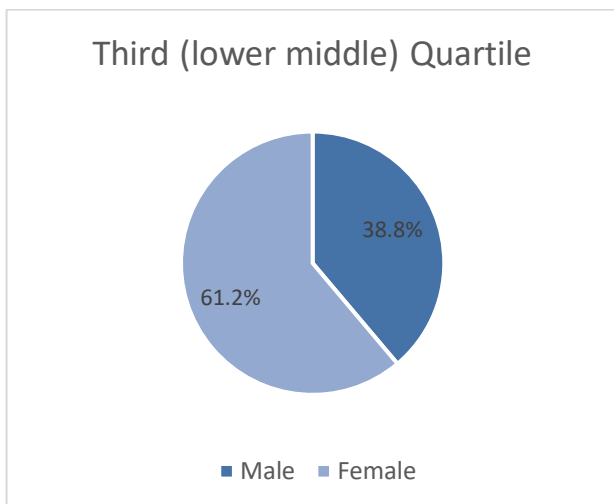
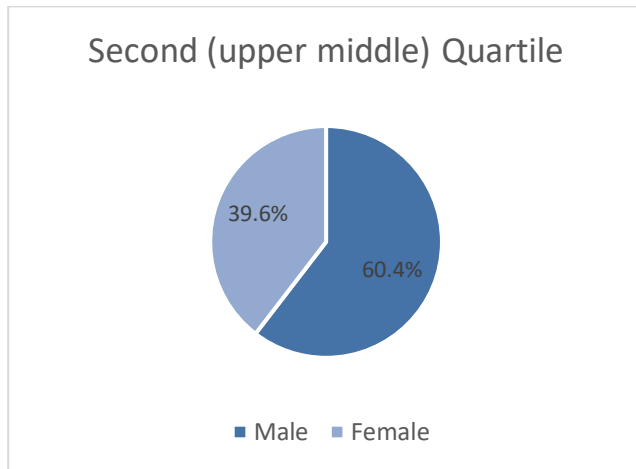
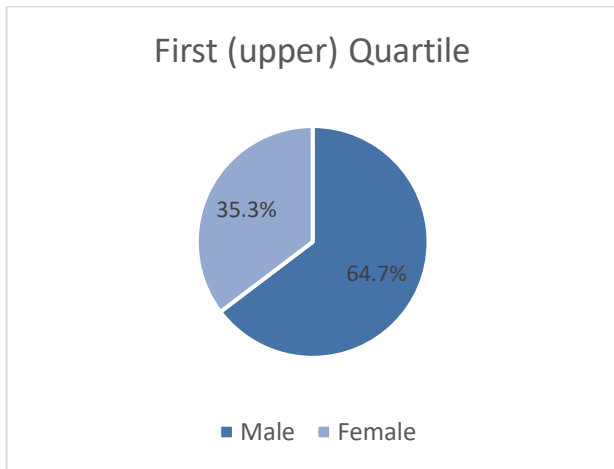


25.9%



24.3%

4: Proportion of male and female employees in each quartile:





Company Statement:

- Thursdays (UK) Limited is committed to having a diverse and inclusive team, and to the principles of equal opportunities and equal treatment for all employees.
- Our pay and bonus structures are based on the roles held by our employees to ensure that the pay and bonus gaps do not result from paying males and females differently for the same or equivalent work but relate more to the nature of the roles and the number of males and females in each department.
- We pride ourselves in setting fair and competitive rates of pay for all employees at Thursdays (UK) Limited and do not consider the tips that our team receive from guests to be a “top up” of their hourly rate of pay.
- Tips are not included as “pay” for the purpose of Gender Pay Gap Reporting.
- In relation to the hourly rates of pay for full-pay employees, our mean gender pay gap is 14.9% in favour of males and our median gender pay gap is 3.5% in favour of males.
- The mean gender pay gap, including bonus pay, is 51.4% in favour of males. The proportion of male and females receiving a bonus is almost identical so this outcome is due to the average amount received individually, being higher for males than females. Overall, the bonuses with the higher values were retention bonuses which were open to all new applicants for all store management roles.
- We have a higher proportion of females working in front of house roles which are paid at the National Living Wage and the National Minimum Wage rates of pay. In addition to this, we employ a higher proportion of males in back of house/chef roles which attract a higher rate of pay due to market challenges and the need to remain competitive within the industry. The average age of those working in front of house roles is lower than those working in back of house roles, thereby contributing to the gender pay gap differentials.
- We continue to review our company practices, policies and procedures to ensure all roles across the business remain attractive and accessible to all.
- The figures submitted have been calculated using the standard methodologies required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.
- We confirm that the calculations and the data provided for Thursdays (UK) Limited are accurate and in line with the above reporting regulations.

Julie McEwan
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Thursdays (UK) Limited

Steph Williams
People & Culture Director
Thursdays (UK) Limited