

# OTTOLENGHI

## **Gender pay gap report for 2022/2023**

This report sets out the gender pay gap statistics for Ottolenghi Ltd in relation to the reporting year of 2022/2023.

### **Introduction**

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Ottolenghi Group is legally required to publish, on an annual basis, specified information relating to their gender pay gap.

The following information has been calculated in accordance with the Regulations and is legally compliant.

### **The gender pay gap**

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or as a result of internal organisational practices.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

### **Organisational context**

Ottolenghi began in a small shop in Notting Hill, London in 2002, with a group of friends who began to experiment with food.

Ottolenghi has developed a style of food which is rooted in Middle Eastern and Mediterranean food traditions, but which also draws in diverse influence and ingredients from all over the world. It is a way of cooking – and eating – which has become popular across the UK and internationally.

We now have six Ottolenghi delis, in Notting Hill, Islington, Chelsea, Spitalfields, Marylebone and Hampstead as well as two restaurants, NOPI & ROVI. We have 428 employees. In all the Ottolenghi locations you will find beautiful and abundant displays of salads, cakes, and packed products which

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are available to take away or to eat in. Our food is bold, colourful and vibrant so we draw it right into the view of our customers; you will often see our chefs' bringing trays and plates of their creations to the displays, creating special moments of interaction between our staff and our customers.

NOPI our Soho restaurant opened in 2011. It has a different feel to the Ottolenghi delis with white marble, golden brass, dynamic art and a fast brasserie-style pace but with a menu which reflects the Ottolenghi trademark of bold flavours.

ROVI which opened in 2018 in Fitzrovia offers a menu with vegetables at its heart but with a fresh focus on fermentation and cooking over fire. Its open kitchen and central Robata grill create real energy to the experience.

We also have a central production unit accommodating our Bakery, which makes viennoiserie and packed products for our delis, our Online Store which handles pantry products, ingredients, homeware, and cookbooks to be shipped globally; and the Ottolenghi Test Kitchen which is dedicated to developing and testing recipes.

Since 2002, the Ottolenghi team has slowly expanded, and our scope has grown, but our aim remains to create an unusual experience of taste, vision, smell and emotions. This is obviously achieved through the food we make, but also through the design of our restaurants and delis, the way the food is presented and the interaction between our staff and our guests. We think of Ottolenghi as a creation that we all share; it is a living vital community.

Simply put, we are very serious about making people happy through our food.

## **Our commitment to equality and diversity**

To help us meet our commitment to equal opportunities, we carry out monitoring of certain information relating to our personnel. This currently covers ethnic origin, gender, marital status, disability and age.

Ottolenghi Ltd is committed to equality and diversity in our workforce across all sites and operations. We aim for our workforce to be truly diverse by representing all sectors of society. Equally, it is our intention that our guests, employees, and suppliers feel respected and heard whilst working and engaging with Ottolenghi.

## Our approach to pay and reward

We aim to provide our employees with a positive and supportive working environment, which recognises and rewards their efforts. We want to provide a progressive and interesting career to everyone with ambition and ability, and we trust that they have both qualities in hefty quantities.

We understand that our staff is the core of our business and the main stakeholders in what we do, and it is in our interest to create an environment that is attractive to work in for the whole of our team.

## Gender Pay Gap

### Mean Average Hourly Pay

Men	Women
13.06	12.96

### Median Gender Pay Gap in hourly pay as a percentage of men's pay

Men	<b>11.17</b>
Women	<b>11.20</b>
Difference between Men and Women hourly pay	<b>-0.03</b>
Median gender pay gap in hourly pay as percentage of men's pay	<b>-0.27 %</b>

## Gender bonus gap

The calculation shows the percentage of men and woman who received bonus pay in 12 months.

For the period of 1 May 2022 – 30 April 2023

Total Men who received bonus	<b>82</b>
Total Women who received bonus	<b>83</b>
Total number of MEN (on snap shot date)	<b>216</b>
Total number of WOMEN (on snap shot date)	<b>212</b>
Percentage of MEN who receives bonus pay	<b>2.63 %</b>
Percentage of WOMEN who receives bonus pay	<b>2.55 %</b>

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## MEAN AVERAGE GENDER PAY GAP FOR BONUS PAY

Total Bonus for MEN	<b>£75,548.16</b>
Total Bonus for Women	<b>£88,861.53</b>
Number of men who receives Bonus pay	<b>82</b>
Number of women who receives Bonus pay	<b>83</b>
mean (average) bonus pay for MEN	<b>921.32</b>
mean (average) bonus pay for WOMEN	<b>1,070.62</b>
mean (average) gender pay gap in bonus pay as a percentage of men's pay	<b>-0.16 %</b>

## MEDIAN GENDER PAY GAP FOR BONUS PAY

Median Bonus Pay for MEN	<b>£500</b>
Median Bonus Pay for WOMEN	<b>£500</b>
Median bonus pay for men less median bonus pay for women	<b>0</b>
median gender pay gap in bonus pay as a percentage of men's bonus pay	<b>0%</b>

## Salary pay quartiles

The following table separates our entire workforce into four equal quartiles based on the salaries that are paid to these employees. These quartiles are then further broken down into the number and proportion, expressed as a percentage, of male and female employees in each quartile.

	upper hourly pay quarter		upper middle hourly pay quarter		lower middle hourly pay quarter		lower hourly pay quarter	
Women	57	53.27%	49	45.79%	41	38.32%	65	60.75%
Men	50	46.73%	58	54.21%	66	61.68%	42	39.25%