

Gender Pay Gap report for Snapshot date 5 April 2022

This report sets out the gender pay gap statistics for Ottolenghi Group in relation to the reporting year of 2021/2022

Reference: Snapshot Date 5th April 2022

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

OTTOLENGHI

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.

The purpose of this policy is to:

- Not unlawfully discriminate on characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including color, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation in line with the Equality Act 2010.
- Establish equality, fairness, and respect as crucial in the treatment of and communication with all our employees.
- Oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other development opportunities.

The law

It is unlawful to discriminate against employees and other workers because of sex, marriage or civil partnership, gender reassignment, pregnancy or maternity, sexual orientation, race (including national origin and nationality), religion or belief, disability, and age. These are known as 'protected' characteristics.

The law divides discrimination into four broad categories – direct discrimination, indirect discrimination, harassment, and victimisation.

Direct discrimination

Direct discrimination occurs where someone is treated less favorably because of one or more of the Characteristics. For example, rejecting an applicant on the grounds of their race because it is considered that they would not "fit in" with the team.

Indirect discrimination occurs when an apparently neutral practice is applied across all groups, but this would put those with a particular protected characteristic at a particular disadvantage when compared with others who do not share this characteristic (for example imposing a requirement that candidates for promotion be over six foot tall, which would particularly disadvantage women). Indirect discrimination will not be unlawful if it can be justified.

Harassment is unwanted conduct related to a protected characteristic or of a sexual nature which has the purpose or effect of:

- violating an individual's dignity; or
- creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

Victimisation has a particular legal meaning and involves subjecting a person to a detriment because he or she has complained about discrimination or assisted somebody else in doing so. It is not normally an answer to an allegation of discrimination to say that the discrimination was not intentional or deliberate.

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.

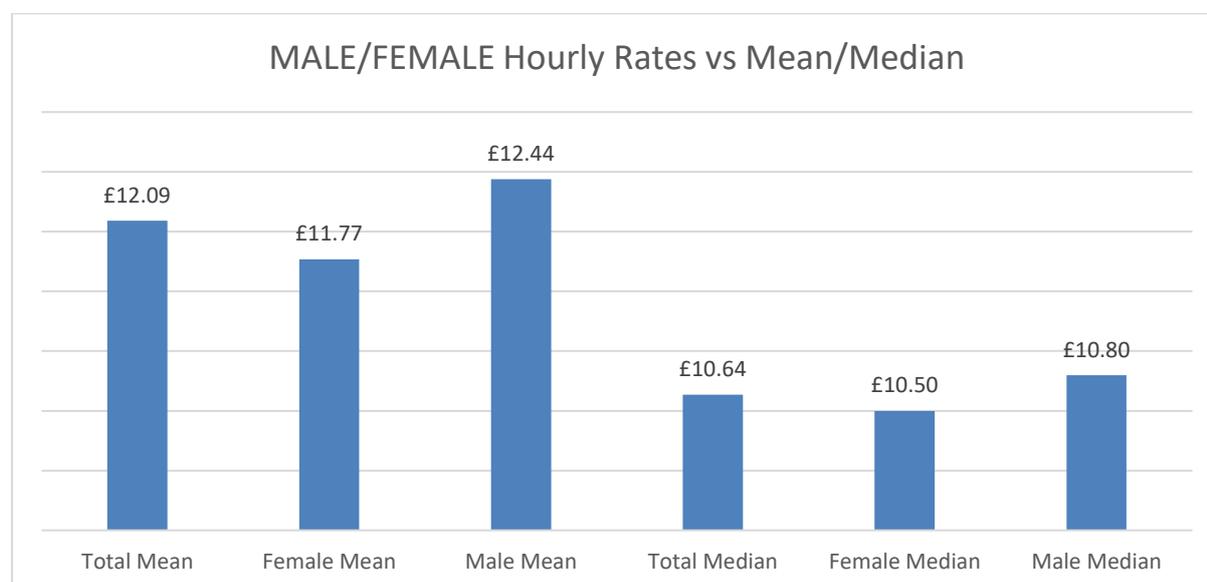
Gender Pay Gap

Mean gender pay gap

Based on the mean (average) hourly rate of pay for female and male employees in the relevant pay period, our mean gender pay gap is 5.4%

Median gender pay gap

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is 2.8%



Gender bonus gap

The calculation shows the percentage of men and woman who received bonus pay in the 12 months. For the period of 1 April 2021 to 30 April 2022

Number of Male employees receives Bonus	117
Total number of MALES	167
Percentage	70%
No of Female employees receives Bonus	111
Total number of FEMALES	181
Percentage	61%

	Total Bonus	Female Bonus	Male Bonus
Mean Gender pay Gap for Bonus Pay (-5.2%)	569.52	584.23	555.56
MEDIAN Gender pay Gap for Bonus Pay (0%)	400.00	400.00	400.00

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.

	Lower HPQ		Lower middle HPQ		Upper middle HPQ		Upper HPQ	
	Number	%	Number	%	Number	%	Number	%
Female	47	54%	50	57%	42	48%	42	48%
Male	40	46%	37	43%	45	52%	45	52%

Confirmatory statement

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

Signed: Kate Helliwell

Name: Kate Helliwell

Job title: CFO

Date of statement: 29 March 2023

Contact

Please direct any queries relating to this gender pay gap report to *Kate Helliwell /CFO* by contacting them on *kate@ottolenghi.co.uk*