

Coffee# 1

Gender Pay Gap Report

Snap Shot Date:
5th April 2018



Coffee#1

We operate 87 stores across the South West, South Coast, West Midlands and Wales.

We are currently in a period of change, following the majority share holding of Coffee#1 being acquired by Caffè Nero Group in early 2019. However, this period is not captured within this data snap shot.

During the data range included in this report we had 669 employees. Made up of 451 females and 218 males.



Gender Pay Gap Definition

As of April 2018, companies with over 250 employees were required to report their Gender Pay Gap which is the percentage difference between average hourly earnings for men and women.

Below are the figures we're required to share:

-  Gender Pay Gap (mean and median averages)
-  Gender Bonus Gap (mean and median averages)
-  Section of Men and Women receiving bonuses
-  Section of Men and Women in each quartile of the organisation's pay structure

This Gender Pay Gap report reviewed our entire workforce as at the 05 April 2018 and includes all data for entire business of 669 employees.

Our Pay Gap

We are absolutely devoted to ensuring all our employees receive a fair wage based on their hard work, performance and skills.

We operate a role pay banding system that we use to ensure that employees are rewarded for success.

With one of our values being ***Trust through Transparency***, we will continue to be transparent with our pay bands to ensure consistency across every employee.

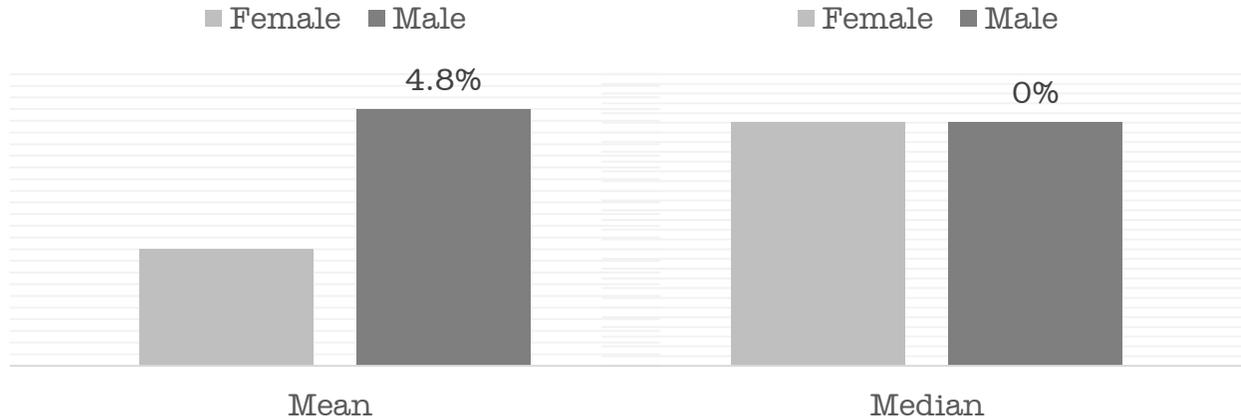
We're delighted that we have maintained our 0% Median pay gap, but know we have work to do with our Mean pay gap which has risen to 4.3%.

We are all incredibly proud of everyone at Coffee#1. We are fully committed to ensuring that everyone receives a fair wage for their contribution to this incredible business, regardless of gender.

- Joe Thornewill, Head of People



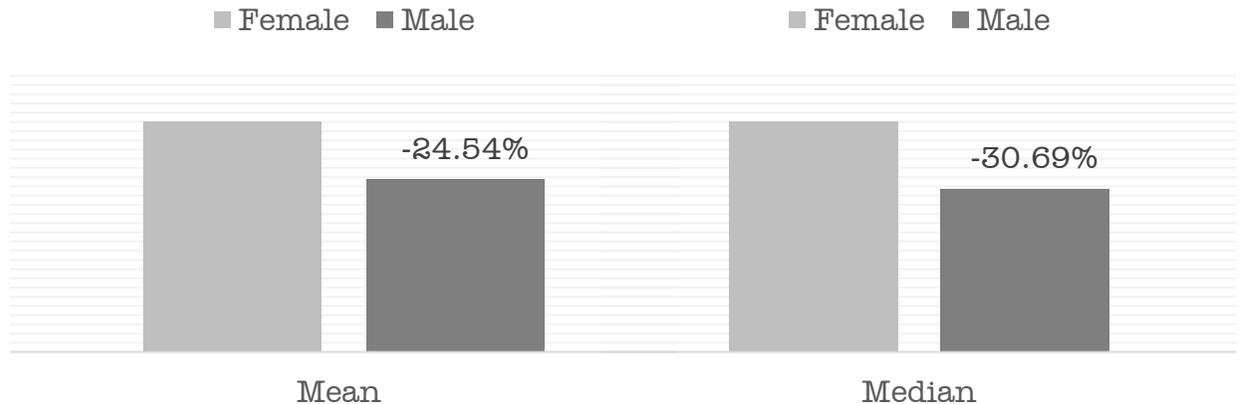
Gender Pay Gap



We maintain our Median of 0%, but have had a Male Mean pay gap of 4.8% form.

This is something we are committed to improving over the coming years as we work heavily on innovative reward and benefits propositions.

Bonus Pay Gap



Our bonus recipients are:

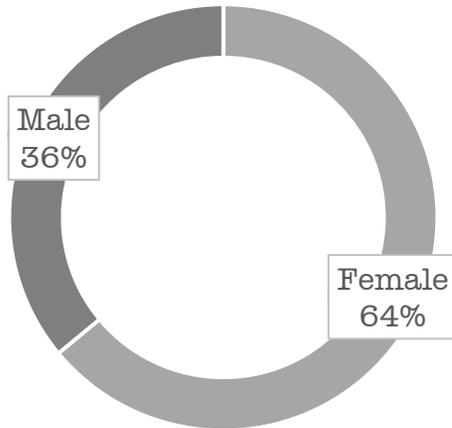
Female = 12%

Male = 10%

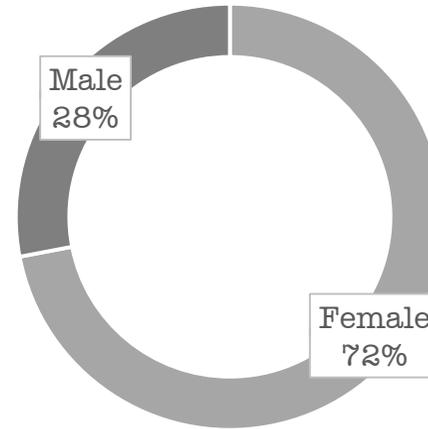
This data reflects store based and support centre salaried employees, as our hourly paid store employees are not currently in bonus schemes.

Salary Quartiles

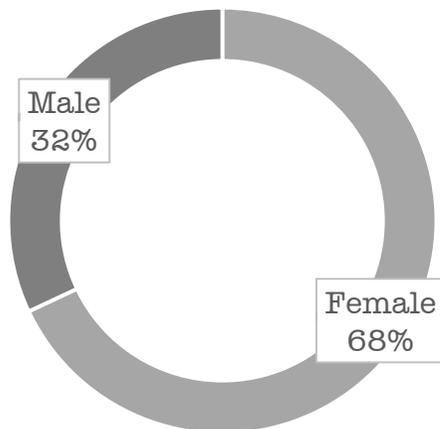
Lower Quartile



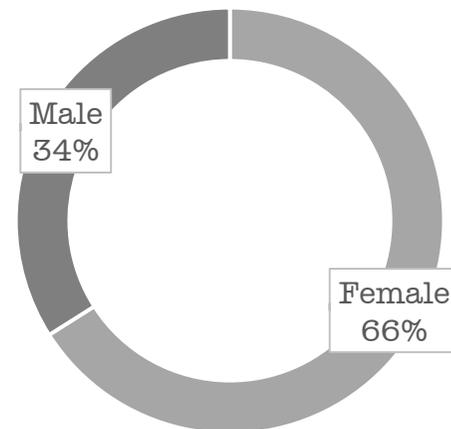
Upper Quartile



Lower Middle Quartile



Higher Quartile



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