



FLAT IRON

**GENDER PAY GAP REPORT
2022**

GENDER PAY GAP RESULTS



The report looks at the Gender Pay Gap and is a snapshot from 5th April 2022, the date specified by the Gender Pay Gap legislation.

	%
Gender pay gap as a mean average <i>The difference in pay between our total wage spend-per-female and our total wage spend-per male.</i>	6.2
Gender pay gap as a median average <i>The difference in pay between the middle-ranking female and the middle-ranking male.</i>	-0.1
Gender bonus pay gap as a mean average <i>The difference in bonus between our total bonus paid-per-female and total bonus paid-per-male.</i>	41.7
Gender bonus pay gap as a median average <i>The difference in bonus pay between the middle-ranking female and the middle-ranking male.</i>	26.3
Proportion of males receiving bonus	29.4
Proportion of females receiving bonus	25.9

PAY QUARTILES		
	Males	Females
	(%)	(%)
1st Pay Quartile	65.2	34.8
2nd Pay Quartile	64.1	35.9
3rd Pay Quartile	58.1	41.9
4th Pay Quartile	62.4	37.6

OUR FOCUSES AND PLANS



At Flat Iron, we believe in everyone having the same opportunity to develop in their role, irrespective of gender, age, background, belief, or nationality. We strive to be genuine and transparent with our teams when it comes to pay and reward strategy, progression opportunities and learning & development.

We recognise that there is work to be done to close the gender pay & bonus gaps and since April 2022, we have:

- Employed more females at Senior Level, in particular, within the areas of Property, Operations, & Supply Chain;
- Created more development opportunities for females within our restaurants, particularly in our kitchens which have historically been male dominated areas;
- Run three engagement surveys, in order to provide our teams with a platform for feedback and have taken action on that feedback;
- Committed to a sustainability strategy in which Diversity, Inclusion and Equity are front and centre;
- Committed to developing career pathways, leadership development and delivering clear succession plans with the hiring of a Learning and Development Manager;
- Begun reviewing our benefits, flexible working & family policies;
- Set targets for the improvement of 90 day staff retention by 20% and improving our employee journey.