

Gender Pay Gap Reporting

April 2023

We commit to pay everyone who works at Boston tea party based on performance, values and contribution which is why we have always followed a pay band system based on role; which we publish to our teams.

We are confident that we pay a fair wage based on role, not gender. We are confident that we promote and recruit on shared values, not gender. We are confident that Boston tea party is a place where we are accepted for who we are; gender is irrelevant.

We are happy to publish our Gender Pay gap information:

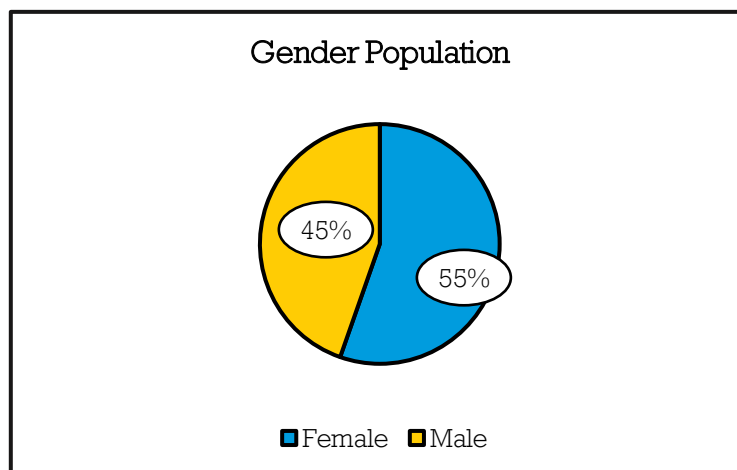
		Apr-17	Apr-18	Apr-19	Apr-20	Apr-21	Apr-22	Apr-23
Median Pay Gap		1.8%	0.0%	0.0%	n/a	0.0%	0.0%	-5.0%
Mean Pay Gap		1.2%	26.9%	0.0%	n/a	1.5%	1.8%	-4.4%
Median Bonus Pay Gap		2.5%	-2.4%	36.0%	n/a	0.0%	0.0%	0.0%
Mean Bonus Pay Gap		0.9%	-40.5%	45.0%	n/a	0.0%	0.0%	0.0%
Proportion of Male Vs Female Receiving Bonus	male	13.2%	12.8%	5.9%	n/a	0.0%	0.0%	0.0%
	female	6.7%	7.5%	5.3%	n/a	0.0%	0.0%	0.0%

Our Median pay gap between male and female has increased to 5.0%, and our mean pay gap has grown to 4.4%.

We have a predominately female support centre where salaries are found to be higher. In our cafes we have 13 General managers who are female versus 10 who are male, however the average salary in this role has a gender gap, this has already been identified ahead of April 1st salary reviews.

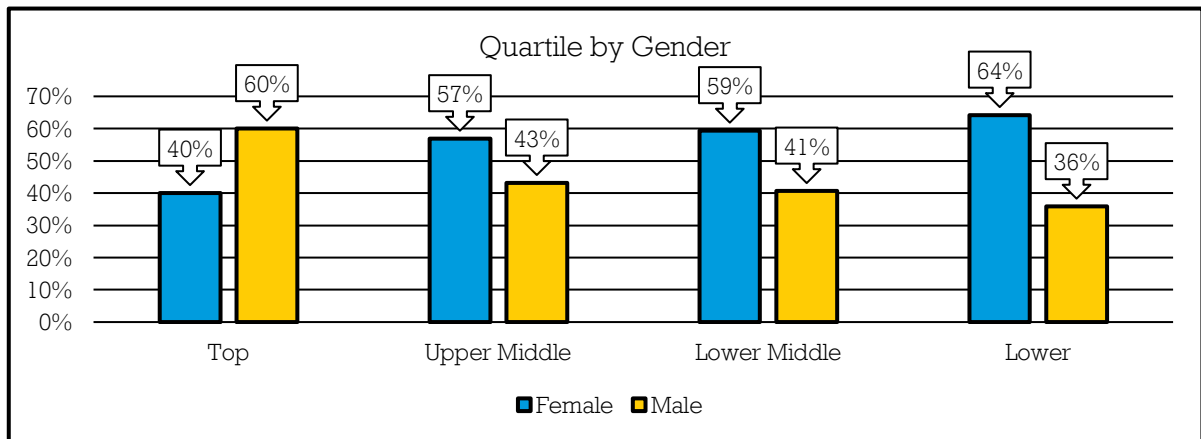
Our highest paid role remains as the shift leaders in both our cafes and kitchens. These roles are paid equally with 26 males and 21 females in role.

Our Female to Male population has shifted and become more balanced with male team increasing from 38% to 45% and women decreasing from 62% to 55%.



Boston Tea Party

At the time of publishing this document (March 2023) we have the following genders with quartiles in BTP.



We can see from this report that males are found to be more waited toward to the Top quartile and Females are higher in number in the remaining 3 quartiles.

We will continue to focus on offering promotion and employment opportunities regardless of gender in all roles.

Our strategy is to Make things better for our customers, the planet and out team through making Boston the best place to work in hospitality, this includes a constant review of fair pay regardless of gender.

We will continue to review our pay and any gaps and believe we do not discriminate between sex.