
GENDER PAY GAP REPORT



Setting the Scene

As part of our culture, people are at the heart of everything we do. We are committed to fairness, equality and inclusion. We continue to give equal opportunities and equal pay to all of our people. Bill's have clear guidelines of paying our teams equally for the same or equivalent work.

As of April 2019, Bill's employs over 3300 employees across the UK in 81 restaurants and our Head Office (or as we like to call it Basecamp).

We foster and encourage our teams to live our values of being **Welcoming** to all, **Trusted** to our roots, **Vibrant** in our personality and **Proud** of everything we do.

All our leaders are committed to ensuring our values are being lived and collectively we will continue to work on reducing our Gender Pay Gap.

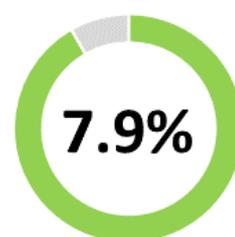
The Gender Pay Gap

The first two requirements cover the percentage gap in men and women's hourly rates of pay. Mean (average) and Median (middle) taken on 5th April 2018

Mean Gender Pay Gap



Median Gender Pay Gap

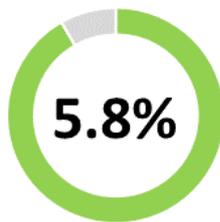


Bill's Restaurants has a mean pay gap of 6.4% which is still significantly lower than the current UK average of 18%. To be clear this is not an equal pay opportunity, this is a representation opportunity. Our figure is slanted in favour of men as we have a slightly lower level of female representation at all levels in the business except for head office roles. Our Median pay gap is 7.9%

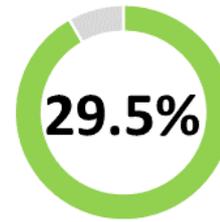
The Gender Bonus Gap

The next three elements we are required to report on cover bonus pay received over the 12 months up to April 2018. The Mean and Median bonus pay gaps are reported as well as the proportion of men and women that received a bonus.

Mean Gender Bonus Gap



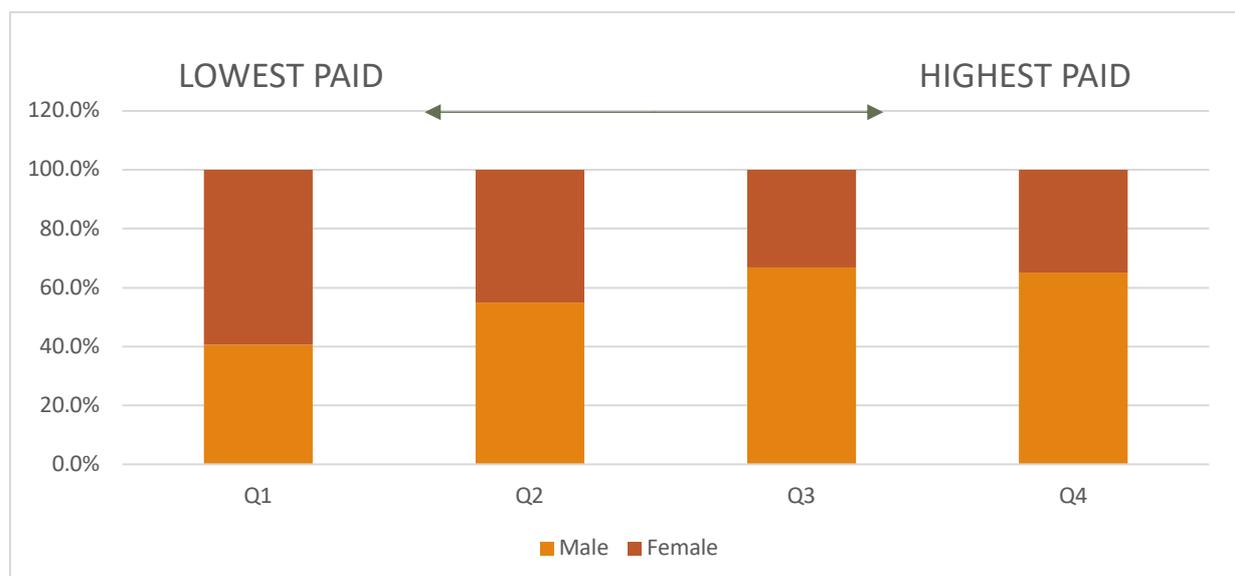
Median Gender Bonus Gap



Our findings show that 2.7% more males received a bonus payment for their performance within the 12-month timeframe. This is representation of more males in management positions than females.

Pay Quartiles

The last requirement looks at our pay quartiles which show the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands within our company.



Bill's Restaurants has proportionately more men than women. Due to a larger percentage of males carrying out roles such as management and Executive Director Positions at the time of the report.

Our Future

As we look to the future of Bill's, we think it is really important to continue to make our people feel valued, fairly treated and rewarded there by creating a sense of inclusion for all

We want to ensure that we continue to create an environment that supports everyone to be the best version of themselves. The Gender Pay report continues to play a key part in informing our future plans on diversity and inclusion.

This report has been reviewed and approved by our Executive Operations Director, Sarah Hills and Odette Schwartz, People Director.