

Gender pay report 2019

Version 2.0 2020



Introduction

Wasabi Co Ltd is an ambitious and dynamic business founded by innovative entrepreneur Dong Hyun Kim. The vision is to create tasty asian food, with people at the heart of what we do. We believe in fair and impartial pay and giving access to development opportunities for everyone.

Our aim is to bring out the best in our people to make a creative and dynamic team. Wasabi supports an equal and inclusive environment and we believe in supporting people equally to reach their full potential. We are in full support of being transparent and are proud to report our Gender Pay Gap results.

Measuring the pay gap

Under the UK Government's new Gender Pay Gap Regulations, employers in Great Britain with more than 250 employees need to report their gender pay gap.

What is the gender pay gap?

The gender pay gap shows the difference in the average hourly earnings of men and women across an organisation regardless of their roles or industry sectors. The statistics can be affected by a range of factors, including the difference in pay between men and women across the workforce.

The gender pay gap is different from equal pay. 'Equal pay' is about men and women receiving equal pay for the same jobs, similar jobs or work of equal value.



Under the regulations there are two ways to measure the pay gap

1. Median pay gap

The median represents the middle point of a population. If you lined up all of the women at a company and all of the men, the median pay gap is the difference between the hourly rate of pay for the middle woman compared to the hourly rate of pay for the middle man.



2. Mean pay gap

The mean gender pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men, within a company..



Understanding Wasabi's pay gap

This data represents all our employees at Wasabi. Details for our position as of April 2019 are set out below.

Gender pay gap

For median hourly pay

On average in Wasabi, men are paid 0.41% lower than women.



Wasabi

For mean hourly pay

On average in Wasabi, women earn 1.31% more than men.

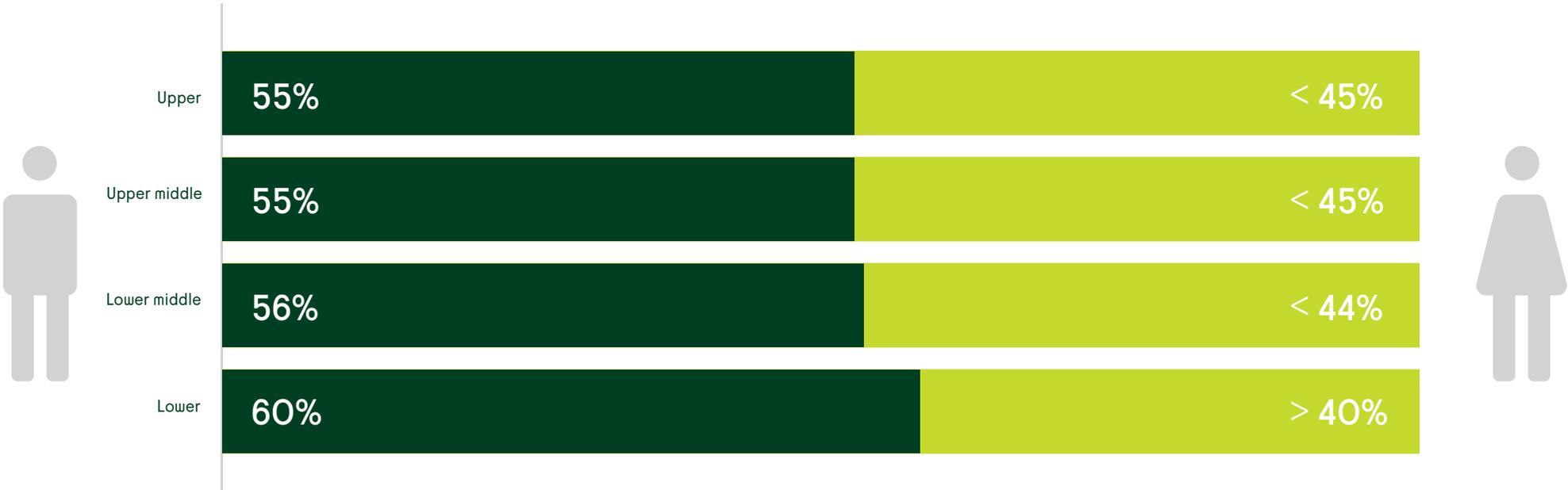


Wasabi

Understanding Wasabi's pay gap continued

We have shown as per government requirements the pay in each of the relevant quartiles.

Our figures are influenced by the fact that currently in both salaried and hourly paid populations we have slightly more men employed.

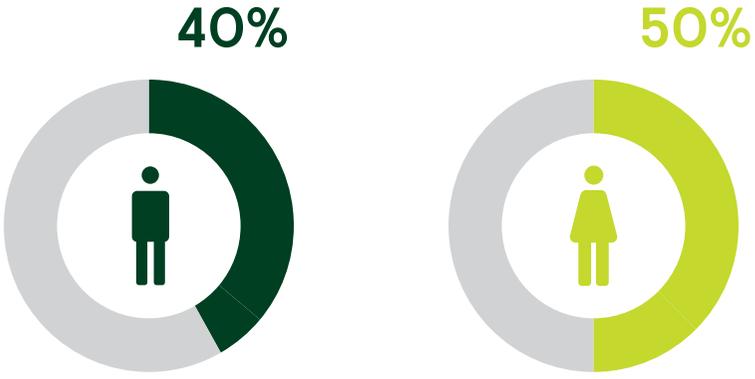


Understanding Wasabi's pay gap continued

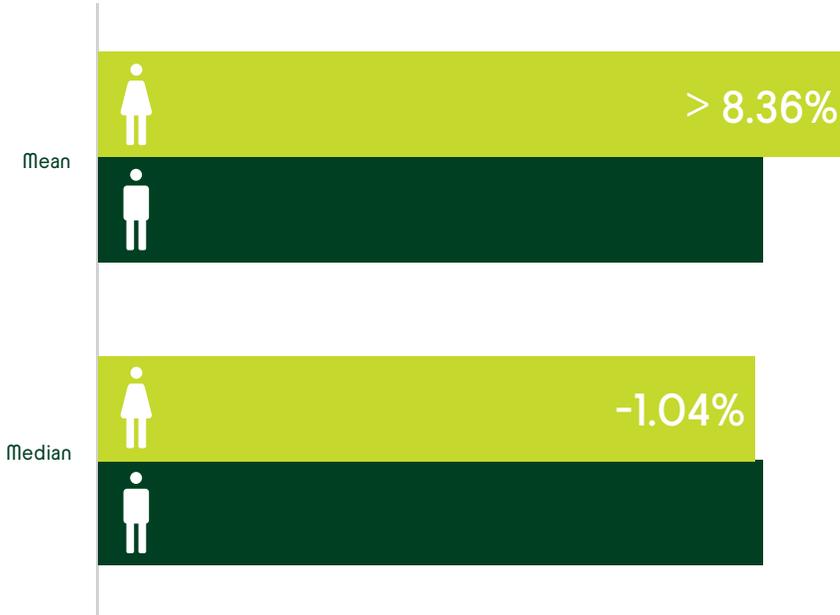
Gender bonus gap

Bonus

We are proud to say that our bonus scheme is available to everyone regardless of their job level. Everybody has the same opportunity to achieve a HPI driven bonus. Our figures show that a larger percentage of bonus was paid to women.



Comparison: Bonus Received Male & Female



Understanding Wasabi's pay gap continued

Closing the gap

We are very proud to have such a diverse team who bring knowledge and experience from many different backgrounds. At Wasabi, equal opportunities for all is at the forefront of our business and is reflected in our internal progression.

Our policies and training reflect our stance of zero tolerance of any unequal treatment, and we educate to ensure that we create a working environment that is inclusive in its' thinking and practices.

We strive to position ourselves as a great place to work for all, and a company where anyone can grow and develop.

The future

Recruitment

We will introduce training for our recruitment teams to be aware of gender diversity when talent planning for roles, and will begin tracking career progression in the business to gain visibility and challenge any potential bias.

Development

This year we have successfully partnered with an apprenticeship provider and have our teams developing through relevant hospitality apprenticeship programs.