

# Gender pay report 2020

Version 1.0 2021



# 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.**

We still continue in our aim to create the best and the most dynamic team where everyone has an equal opportunity to achieve their best potential. We have had to slow down and review our business in the light of the Coronavirus pandemic, however we remain committed to improving any gaps where we can within our current structure.

# 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.

## Our people

We believe that diversity is crucial to our long-term success. This includes the people we employ, our customers, our investors and supporters and the communities that we serve. Our men and women are given equal opportunity to aspire to whatever they want to achieve. We have some way to go in terms of our numbers on gender but we have begun to the work to improve this.



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 – Median and Mean

## This data is a snapshot of our position at April 2020

Unfortunately, the onset of the Covid-19 pandemic in March 2020 and subsequent Lockdown almost immediately impacted the UK hospitality industry and Wasabi did not escape the damaging effects. This resulted in almost the entire workforce being placed on Furlough or reduced hours during Lockdown. Therefore we can only report on 4.25% of our workforce for purposes of this Gender Pay Gap Report.

### For median hourly pay

On average in Wasabi men earn 11.74% more than women. Please note however that this is only based on 4.25% of our workforce under the current rules for Covid 19 under the JRS and Leave for Gender Pay Gap Reporting.



Wasabi

### For mean hourly pay

On average in Wasabi, men earn 12.76% more than women. Please note that this is only based on 4.25% of our workforce under the current rules for Covid 19 under the JRS and Leave for Gender Pay Gap Reporting.

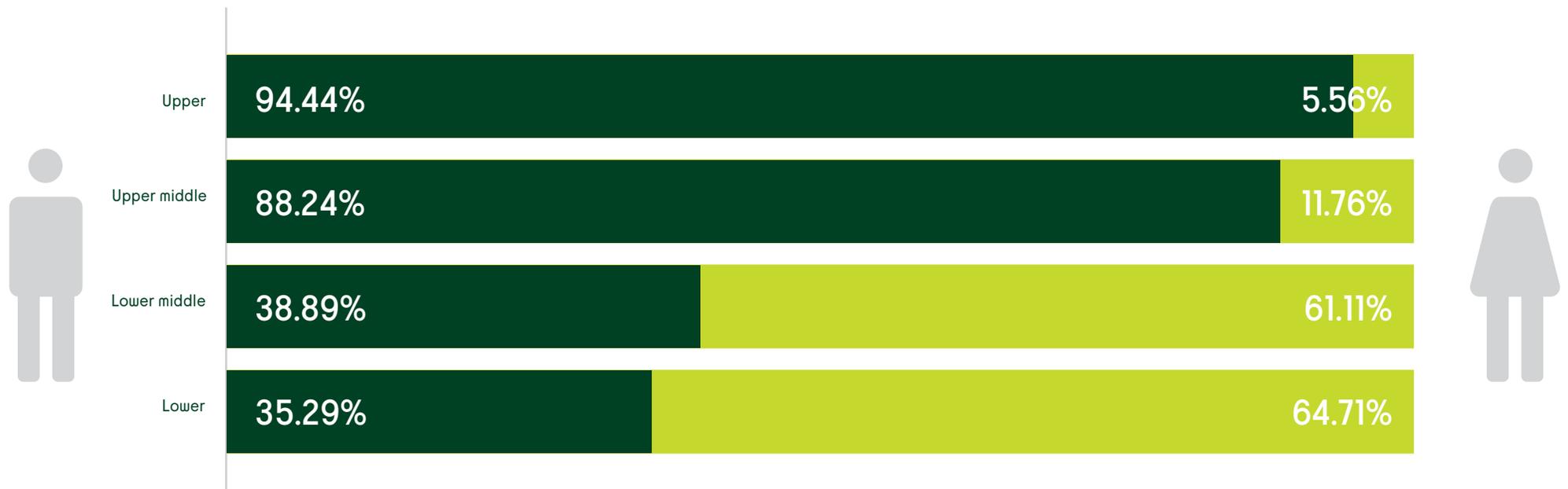


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# Understanding Wasabi's pay gap continued - The Quartiles

Our figures for April 2020 show again that we had more men than women in the workforce. The graphics show the proportion of men and women in the four different quartiles for April 2020..



It should be noted that the Quartile figures have only been reported for 4.25% of our workforce due to the Gender Pay Gap Reporting rules for Covid 19 for employees on full pay and not on Furlough or other Leave. This represents 70 employees out of 1,650.

# Gender bonus gap

## **Bonus**

The Wasabi bonus scheme is available to everyone regardless of their gender or job level. Unfortunately owing to the onset of the pandemic and the impact on our business and hospitality, we were unable to offer a bonus to our people in 2020. In the previous year a larger percentage of women received a bonus than men.



# Wasabi's Pay Gap – The Future

## 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.

## Looking to the future

### Recruitment

With the uncertainties that have arrived with the Global pandemic, we have put plans in place to continue with the development of our teams particularly in terms of equality of opportunity, and to remove any barriers that will prevent or impede any progress in achieving gender equality.

In the light of the global Coronavirus pandemic and the impact it has had on our business we are still committed to continuing our work in striving to achieve diversity in terms of gender once the pandemic is under control and Wasabi can compete in re-emerging markets.

