

TURTLE BAY GENDER PAY GAP REPORT 2024

At Turtle Bay - Our purpose is to create genuine connections, bring people together and be at ease. We are committed to creating a workplace that celebrates individuality, embraces difference, and fosters a safe and inclusive space for our teams and guests.

OUR PEOPLE STRATEGY

Our ongoing People Strategy supports our equity, inclusion, and wellbeing goals. Key priorities include increasing female representation across senior management roles and ensuring a welcoming and equitable environment for everyone. Equity, inclusion, and wellbeing are now embedded in our DNA, shaping our values and guiding our processes, training, and everyday practices.

HOW WE WILL CONTINUE TO IMPROVE

We are committed to making meaningful and sustained progress in equity, inclusion, and wellbeing. As part of this commitment, we are pleased to report that our Gender Pay Gap continues to improve, demonstrating our ongoing focus on creating a more equitable workplace. You can find the details [here](#).

To support this journey, we will work closely with external experts who provide ongoing guidance and insights. This partnership ensures we stay aligned with best practices, adapt to external developments, and continue driving impactful projects that enhance representation and inclusivity across our business.

OUR KEY FOCUS AREAS

Building Strong Recruitment Partnerships

We are broadening our reach by partnering with diverse organisations and networks to access new talent pools. Inclusive recruitment training ensures that our hiring processes are fair, transparent, and inclusive for all.

Mentorship Programs

Our ongoing mentorship programs provide support and guidance to junior managers, encouraging career growth and fostering an environment where everyone can thrive.

Training and Development

We continue to deliver training workshops on topics such as inclusive leadership, recruiting and managing diversity, and fostering an anti-racist culture. These sessions ensure our leaders are equipped to support an inclusive workplace.

Enhanced Maternity Policy

Our enhanced maternity pay policy supports team members throughout their pregnancy, maternity leave, and their return to work, providing stability and care.

Wellbeing Initiatives

We are dedicated to supporting the mental health and wellbeing of our teams. We will continue to ensure that each of our restaurants has several trained Mental Health First Aiders. In addition, we provide access to a range of wellbeing resources, including:

- 1-2-1 counselling services to offer personalised support.
- Interactive wellbeing videos and podcasts designed to equip our teams with tools to look after their mental and emotional health.
- Ongoing initiatives and resources to foster a culture of wellbeing and resilience.

By offering these comprehensive resources, we aim to empower our teams to prioritise their wellbeing every day.

Celebrating Progress

We are pleased to report continued improvement in our gender pay gap, each year we make steps forward.

Representation of women in restaurant management and operational roles has improved YOY, reflecting the impact of our targeted initiatives. We will build on this momentum through strategic talent planning and initiatives to attract and retain women and other underrepresented groups.

A MESSAGE FROM OUR LEADERS

JO COLE, PEOPLE DIRECTOR

"I am continually striving and committed to removing barriers and creating support systems for future female managers and underrepresented groups. We have made impact and changes over the past 5 years, but there is still so much more to do. We must keep improving and challenging ourselves to do better."

JANE O'RIORDAN, CHAIR

"Since 2019, we have seen improvements in gender representation at Turtle Bay. Through mentoring, networking, and support groups, we are fostering a workplace where everyone can thrive."