



GENDER PAY GAP REPORT - YEAR ENDING 5TH APRIL 2021

Our culture at Turtle Bay is about 'One Love'. *'The universal love and respect expressed by all people for all people'*.

We are committed to ensuring our teams enjoy a workplace that celebrates individuality and recognises difference. Results from our recent engagement survey highlighted that one of the best things about working at Turtle Bay is that our people can be themselves.

Like many UK employers, Turtle Bay was significantly impacted by COVID-19. When we pulled our snapshot data on 5th April 2021, more than 95% of our team members were on furlough. This had a significant impact on the information used to create the gender pay gap disclosures for April 2021.

Whilst we may have a gender pay gap, we are working hard to improve this.

THE STEPS WE ARE TAKING



We have introduced a new 'Equality and Inclusion Partner' role in our people team. This shows our commitment to E&I. We want to lead the way with our practices.



We have introduced training and education for all levels of our team including unconscious bias, recruiting and managing diversity, inclusive leaderships workshops. Our senior leaders have attended these workshops.



We are now delivering a 12-month training plan to all levels of our workforce to inform, educate and support them on Equality, Inclusion and Diversity.



We are currently reviewing how we recruit, develop and train our people to ensure we have fair and equitable processes in place.



We are working on initiatives to improve how we attract and engage women and other under-represented groups.



We have implemented enhanced Maternity Pay Policy from 1st May 2022 – to support our new mums throughout their pregnancy, during maternity leave and upon their return to work.



Over the last 12 months we have hired and developed more women into senior roles such as Operations Managers, People Partners, General Managers and Head Chefs.

JO COLE, HEAD OF PEOPLE

As a senior woman leader in Turtle Bay, I am passionate about improving and closing our gender pay gap. We have some great initiatives in place and I am certain this will improve our gap in the future. We have a lot of talented women in the business who are keen to progress and as part of the leadership team, it is my place to ensure the support systems and barriers that at times I and many others have faced are removed for future female managers and leaders.

JANE O'RIORDAN, CHAIR

As one of the few female chairs in the industry, I am excited about the future and the plans we have in place. We have made improvements in gender representation at Turtle Bay since 2019. Currently 40% of our restaurant management teams are women. We are improving our talent planning process to ensure we have support and plans in place to improve representation across all levels of the business including mentoring, support groups and networking.