

GIRAFFE CONCEPTS LTD
GENDER PAY GAP
REPORT 2021

The gender pay gap is not the same thing as equal pay. Equal pay is about ensuring men and women performing the same or similar work are paid the same. By contrast, the gender pay gap is the statistical output of a calculation that involves grouping all employees performing all jobs together into one pool.

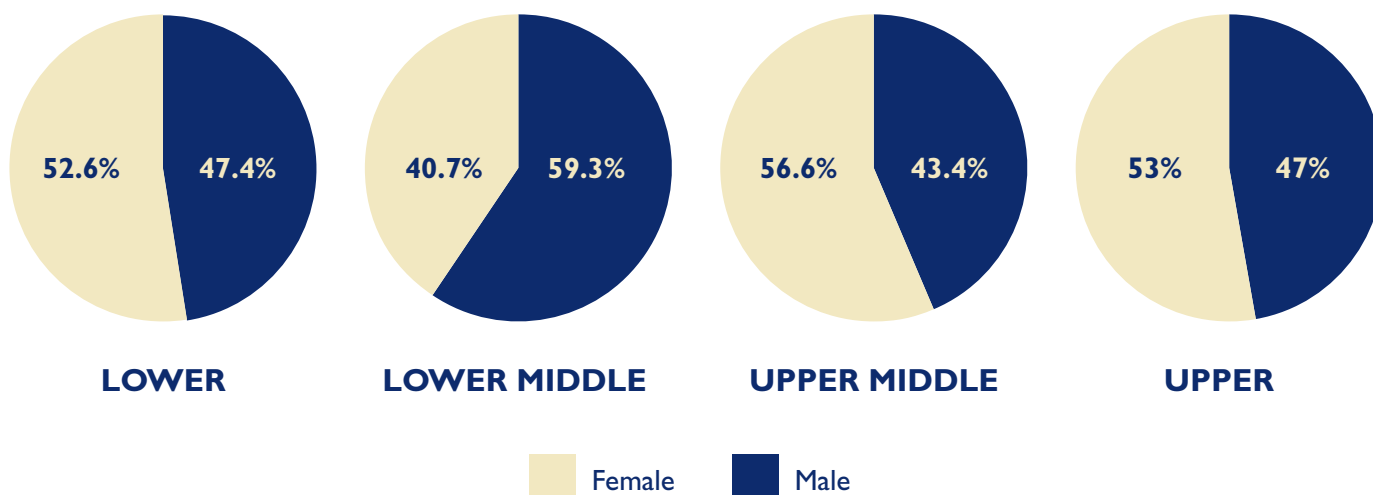
The UK government requires all employers with 250 or more employees to disclose their gender pay gap on an annual basis. The figures for **Giraffe Concepts Ltd (Giraffe and Ed's Easy Diner)** for 2021 are set out below.

PAY AND BONUS GAPS

	MEAN	MEDIAN
PAY GAP	12.3% lower	2% Higher
BONUS GAP	38.4% Higher	100% Higher

QUARTILES

In this organisation, women occupy **53% of the highest paid jobs** and **52.6% of the lowest paid jobs**.



PERCENTAGE OF MEN AND WOMEN RECEIVING BONUSES

MEN	3.1%
WOMEN	5.1%

SIGNED
Satnam Leihal
 Managing Director