

## TORTILLA GENDER PAY GAP STATEMENT

### Basic Statement

Tortilla c/o Mexican Grill is required by law to publish an annual gender pay gap report. This is Tortilla's report for the snapshot date of 5 April 2018.

Mean Gender Pay Gap	12.46%
Median Gender Pay Gap	0.00%
Mean Bonus Pay Gap	39.62%
Median Bonus Pay Gap	79.88%

% Males Getting Bonus	19.60%
% Females Getting Bonus	19.80%

Quartile Pay Band	Male	Female
Q1	52.87%	47.13%
Q2	50.32%	49.68%
Q3	53.50%	46.50%
Q4	34.62%	65.38%

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I confirm that the Gender Pay and Bonus Gap calculations and the data provided for Tortilla c/o Mexican Grill Ltd are accurate.



Chris Nunn  
Financial Controller

## **Additional statement**

Tortilla is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

Tortilla is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation, the distribution of those roles across locations within the UK, and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in roles which attract higher rates of pay and bonuses than other roles at similar levels of seniority. This applies to some senior roles in Tortilla and is reflected in particular in the gap related to bonuses. However, we are confident that terms of our management bonus schemes based on achieving financial KPIs of each site is in line with equal opportunities and equal pay principles.

Although we are pleased to be able to say that Tortilla's gender gap compares favourably compared to 17.9 % gap reported by the Office of National Statistics in 2017, the Company is committed to ongoing review and improvement of pay policies and procedures, bonus schemes, benefits and other initiatives supporting equal pay and opportunities for both genders.