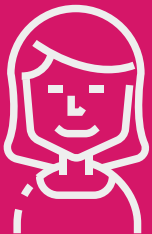


RHUBARB PAID A BONUS TO **10%** OF IT'S MALE STAFF

RHUBARB PAID A BONUS TO **12%** OF IT'S FEMALE STAFF

WHY EQUAL PAY AND THE GENDER PAY GAP ARE NOT THE SAME



EQUAL PAY:

Men and women are paid the same for like work.

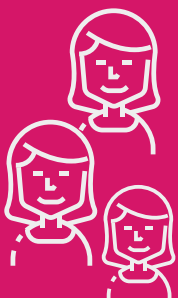


17.9%*



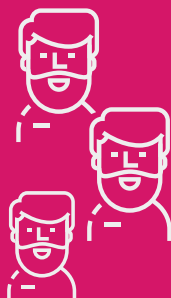
NATIONAL AVERAGE:

Gender pay gap



GENDER PAY GAP:

The difference between the gross hourly earnings for both men and women across an organisation



NATIONALLY, ONE OF THE MAIN REASONS FOR THE GENDER PAY GAP IS MORE MEN ARE LIKELY TO HOLD SENIOR POSITIONS



UNDERSTANDING MEDIAN AND MEAN PAY GAPS BETWEEN MEN AND WOMEN

TOTAL EMPLOYEES

50

MALE EMPLOYEES

25

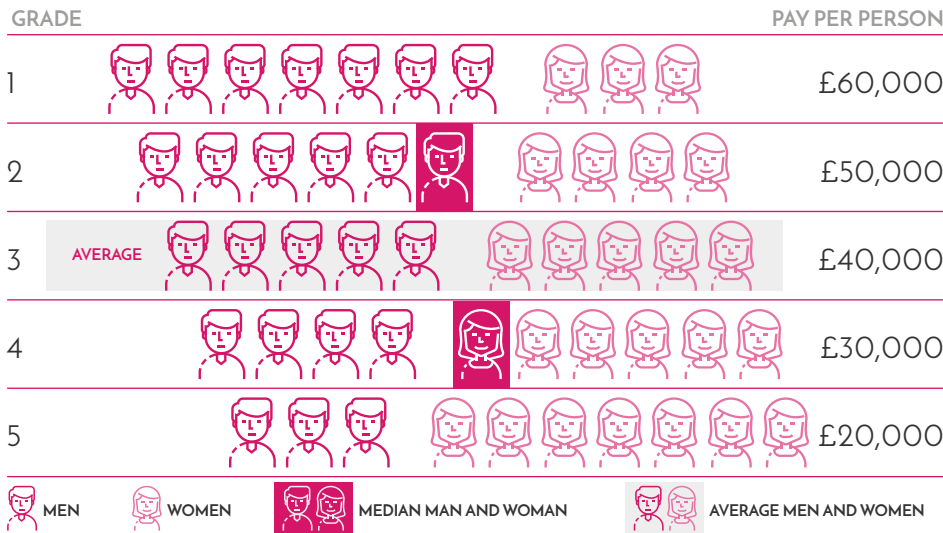
FEMALE EMPLOYEES

25

NO. OF PAY GRADES



5

equal pay between men and women at each grade




MEAN (AVERAGE) PAY:

£40,000

 MALE MEAN PAY: £44,000
 FEMALE MEAN PAY: £36,000

MEAN GENDER PAY GAP: 18%

 MALE MEDIAN PAY: £50,000
 FEMALE MEDIAN PAY: £30,000

MEDIAN GENDER PAY GAP: 40%

RHUBARB FOOD DESIGN LTD: 2018 GENDER PAY GAP DATA

Address: 5-25 Burr Road, London, United Kingdom, SW18 4SQ | Sector: Accommodation and food service activities
 Person responsible for employer's report: Amanda Underwood, Chief People Officer

HOURLY RATE

Women's hourly rate is:

10%

LOWER (mean)

6.4%

LOWER (median)

PAY QUANTILES

How many men and women are in each quarter of the employer's payroll



63%

Top quartile



37%

60%

Upper middle quartile

40%

65%

Lower middle quartile

35%

49%

Lower quartile

51%

BONUS PAY

Women's bonus pay is:

1.2%

LOWER (mean)

1.27%

HIGHER (median)

Who received bonus pay?



9.5%



11.6%