

GENDER PAY GAP REPORT

30TH JUNE 2025





This Gender Pay Gap Report for Anart Restaurants Limited has been prepared in accordance with the Gender Pay Gap Information Regulations, based on pay data "when paid" for employees as of 30 June 2025. The dataset covers 99 employees, includes permanent full-time and permanent part-time employees, there were no temporary employees in this reporting period. Results shown are the difference between employees of the Male Gender and that of the Female Gender, expressed as a percentage of the Male Gender.

GENDER BREAKDOWN



Female 31.30%
Male 68.70%

GENDER PAY METRICS

	Mean	Median
Hourly Remuneration	1.40%	-2.35%
Part-time Hourly Remuneration	3.35%	-1.18%

The mean hourly gender pay gap of 1.4% indicates that, on average, male employees earn marginally more per hour than female employees. In contrast, the median hourly gap of -2.35% shows that the typical female employee earns slightly more than the typical male employee. These results suggest that overall pay levels between male and female employees are broadly balanced.

BONUS REMUNERATION AND BENEFIT-IN-KIND

	Male	Female
No. of employees in receipt of a bonus	63	26
No. of employees in receipt of benefit-in-kind	0	1
Mean Bonus Gap	-44.04%	
Median Bonus Gap	-49.11%	

The mean bonus gap of -44.04% and median of -49.11% indicates that, on average, female employees received higher bonus payments than male employees. This is largely attributable to a higher proportion of women occupying senior positions within the organisation.



PAY QUARTILES

The table below shows the gender balance within each of our pay quartiles as at the 30 June 2025. To calculate this data, we have divided the total number of employees into four quartiles based on pay data.

	Male %	Female %	No. Male	No. Female
Lower Quartile	84%	16%	21	4
Middle Quartile	64%	23%	16	9
Upper Middle Quartile	56%	44%	14	11
Upper Quartile	70.83%	29.17%	17	7



OVERALL SUMMARY

The company's 2025 gender pay gap results indicate a largely balanced pay structure between male and female employees. Differences observed in mean and median figures are relatively small and reflect variations in individual roles, working patterns, and bonus structures rather than systemic pay inequality. The data suggests that the company maintains equitable pay practices across both full-time and part-time employees.

WHAT WE ARE DOING TO STRIKE A BALANCE

We are committed to ensuring fairness and equality across all areas of pay and opportunity. To maintain and strengthen gender balance, we continue to:

- Promote transparency in pay and progression processes
- Support flexible working arrangements to accommodate diverse needs and career paths
- Encourage balanced representation of men and women across all levels, particularly in leadership roles
- Provide training and awareness programs to minimize unconscious bias in recruitment, promotion, and reward decisions

These ongoing initiatives help us sustain an inclusive workplace where all employees are rewarded fairly and have equal opportunities to thrive.