

Gender Pay Gap Report

2021-2022



Introduction

Wasabi Co Ltd is an ambitious and dynamic business founded by innovative entrepreneur Dong Hyun Kim. The vision is to create tasty Asian food, with people at the heart of what we do. We believe in fair and impartial pay, and giving access to development opportunities for everyone. We continue in our aim to create the best team where everyone has an equal opportunity to achieve and become their best selves.



Measuring the pay gap

Under the UK Government's Gender Pay Gap Regulations, employers in Great Britain with more than 250 employees need to report their gender pay gap.



Our people

At Wasabi, our people at the heart of all we do, producing our fresh sushi and bento every day, to making sure our customers are able to live at full flavour.

At the heart of Wasabi's culture, are the behaviours we live by. Our behaviours define how we work and how we want our employees to feel about working here. They set the standards for how we act, lead, and treat each other.

We actively embrace our differences and nurture an environment that builds trust and respect. We believe diversity is crucial to our long-term success. This includes the people we employ, our customers, our investors and supporters and the communities that we serve. Our men and women are given equal opportunity to become their best selves.

be P·A·R·T of the WASABI family



we are
passionate

about our food
about our customers
about our people
about the environment & our communities
about our quality & compliance
about delivering our results



we are
adaptable

embrace change
look for solutions not problems – be curious
grasp opportunities to improve & grow
leave things better than when you find them



we are
responsible

if something is not right, take action
do what you say you are going to do
keep each other & our customers safe
treat every pound as your own



we are a
team

support & challenge each other to be our best selves
speak up, be open & honest
embrace our differences
trust & respect those around us



Under the regulations there are two ways to measure the pay gap

1. Median pay gap

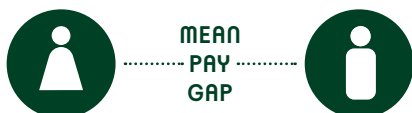
The median represents the middle point of a population.

If you lined up all of the women at a company and all of the men, the median pay gap is the difference between the hourly rate of pay for the middle woman, compared to the hourly rate of pay for the middle man.



2. Mean pay gap

The mean gender pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men.



Understanding Wasabi's pay gap – Median & Mean

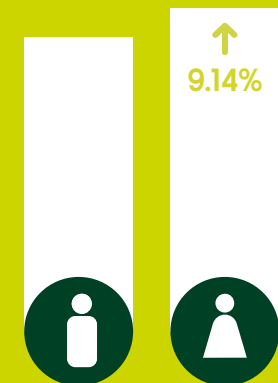
This data is a snapshot of our position April 2022.

For median hourly pay



Both men and women are paid the same - equal.

For mean hourly pay



On average at Wasabi, women earn 9.14% more than men.



The Quartiles

Our figures for April 2022 show we had more men than women in the workforce.

The graphics show the proportion of men and women in the four different quartiles for April 2022.

Proportion of males & females in each quarter

Q1 - Lower quartile



Q2 - Lower middle quartile



Q3 - Upper middle quartile



Q4 - Upper quartile





Gender bonus gap

Bonus

The Wasabi bonus scheme is available to everyone regardless of their gender.

Unfortunately, owing to the onset of the pandemic and the impact on our business and hospitality, we were unable to offer a bonus to our people in 2022.



Looking back, past successes

We are very proud to have such a diverse team who bring knowledge and experience from many different backgrounds.

At Wasabi, equal opportunities for all is at the forefront of our business and is reflected in our internal progression.

Our policies and training reflect our passion for equal treatment, and we educate to ensure we create a working environment that is inclusive in its' thinking and practices.

We strive to position ourselves as a great place to work for all, and a company where anyone can grow and develop.

Key achievements

☑ Recruitment training

Developing our managers to recruit the best talent regardless of gender including the consideration of unconscious bias in decision making

☑ Job levelling & benchmarking investment

Giving us access to data and the capability to determine the relative value of jobs purely based on the role content and the job contribution, ensuring fairness, consistency, and equality

☑ Enhancement of our maternity pay & benefits

Giving our employees more options in balancing their family and workplace commitments

☑ Bonus Scheme

Launch of a quarterly bonus scheme for our restaurant management teams and a mystery shopper bonus for hourly paid team members meaning our front-line employees



Looking forward, future successes

As we continue to drive gender parity, we are persistent in our evolution of our initiatives.

Wasabi Behaviours - the introduction of behaviours; setting standards and expectations in how we want people to achieve their results

Benchmarking - using the benchmarking investment to support pay reviews to ensure fairness, consistency, and equality

Myperformance - the introduction of performance reviews to clearly measure performance based on clear performance, behavioural, and developmental goals. Enabling us to measure and promote fairness and consistency regardless of gender

