



**Q Café Co**

# Gender Pay Report

The Q Café Company Limited

December 2022

# Introduction

We welcome the first report on The Q Café Company's Gender Pay Gap as it very positively demonstrates the importance of having a diverse and inclusive workforce.

The Gender Pay Gap measures the difference between the average earning of women and men in the workforce and does not examine equal pay. Every employee, regardless of gender is paid equally for work that is the same or similar or for work of equal value.

2022 is our first year of reporting this information. The report reveals a Gender Pay Gap of 12.33% although this is driven in one specific quartile. As a female led business we will continue to empower and develop our teams in 2023.



Breda Quigley  
Chief Executive Officer



Laura Olson  
Managing Director



# Overview

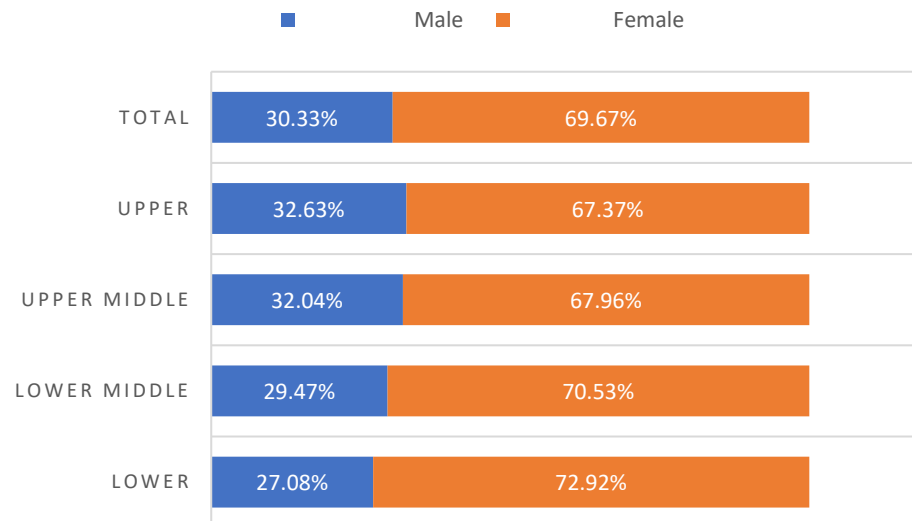
- The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. The percentages expressed with a minus means that women have earned more than men.
- The Q Café Company Limited employed over 300 people in the year ended June 24<sup>th</sup>
- 69.67% of employees are female and. 30.33% are male



# Male Female Ratio

For calculation purposes, the total number of employees are segregated into quartiles on the basis of hourly rates of pay. Lower, lower middle, upper middle and upper.

The percentage of male and female employees are shown below



# Mean Gender Pay Gap

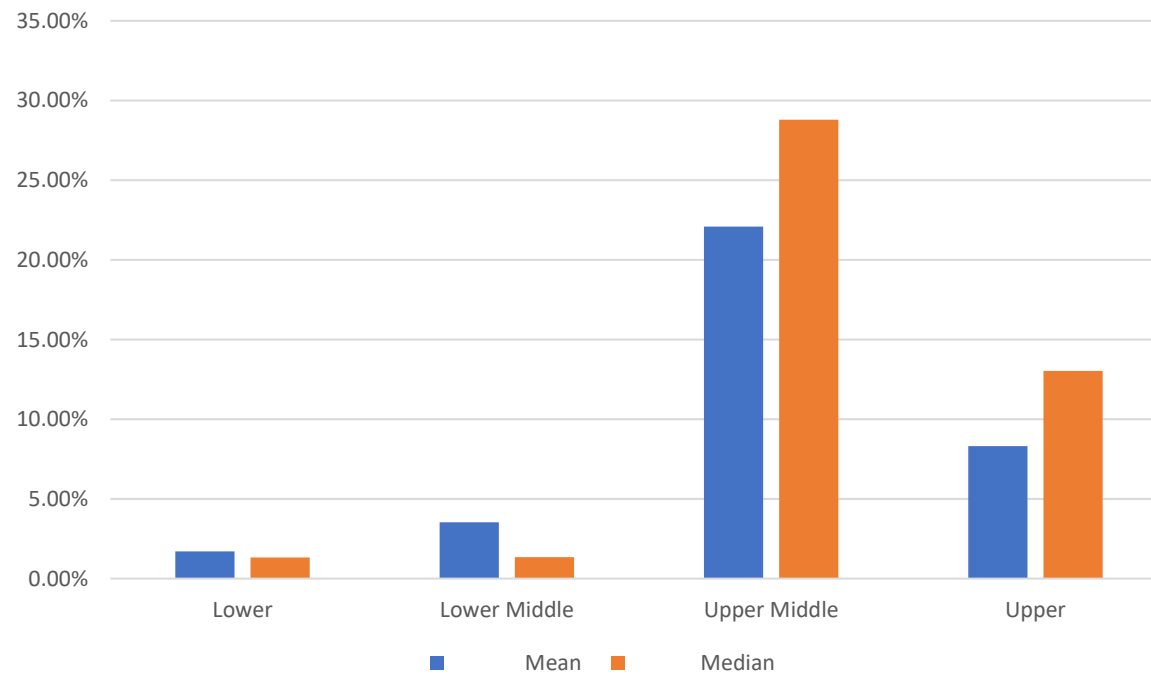
The mean Gender Pay Gap for hourly rates for male and female employees across the company as a whole is as follows:

<b>Mean Gender Pay Gap</b>	<b>12.33%</b>
<b>Median Gender Pay Gap</b>	<b>13.75%</b>



# Mean Gender Pay Gap

The mean Gender Pay Gap for hourly rates for male and female employees per quartile is displayed below



# Mean Gender Bonus Pay Gap

The mean Gender Pay Gap for bonus payments for male and female employees across the company as a whole is as follows:

<b>Mean Bonus Pay Gender Gap</b>	<b>-403.09%</b>
<b>Median Bonus Pay Gender Gap</b>	<b>-80.07%</b>

