



Q Café Co

Gender Pay Report

The Q Café Company Limited

December 2024

Introduction

We welcome the 2023/24 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.**

The report reveals a Gender Pay Gap of 12.99%. As a female led business we will continue to empower and develop our teams in 2024.



Breda Quigley
Chief Executive Officer



Laura Olson
Managing Director



Overview

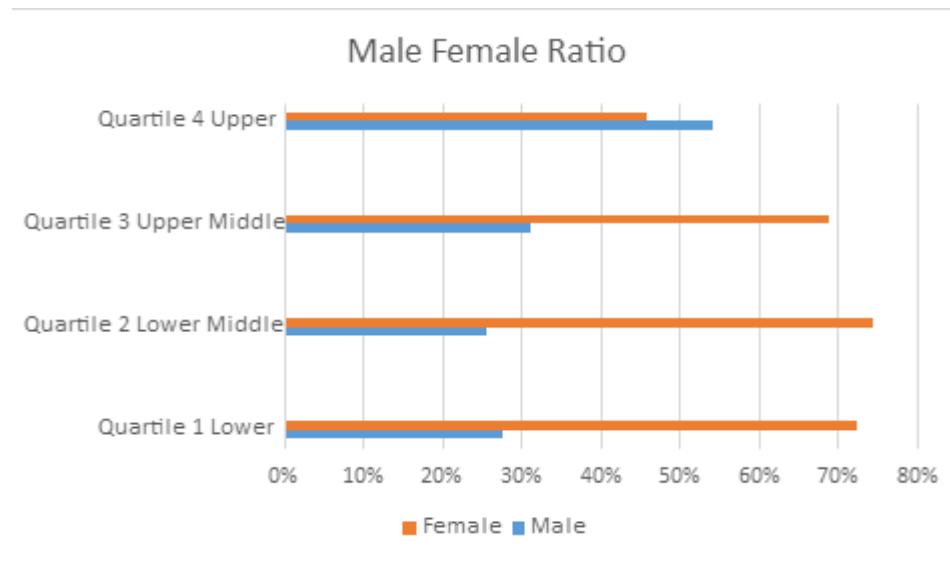
- The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. The percentages expressed with a minus means that women have earned more than men.
- The Q Café Company Limited employed 565 people for the year ended June 22nd 2024
- 65.31% of employees are female and 34.69% 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

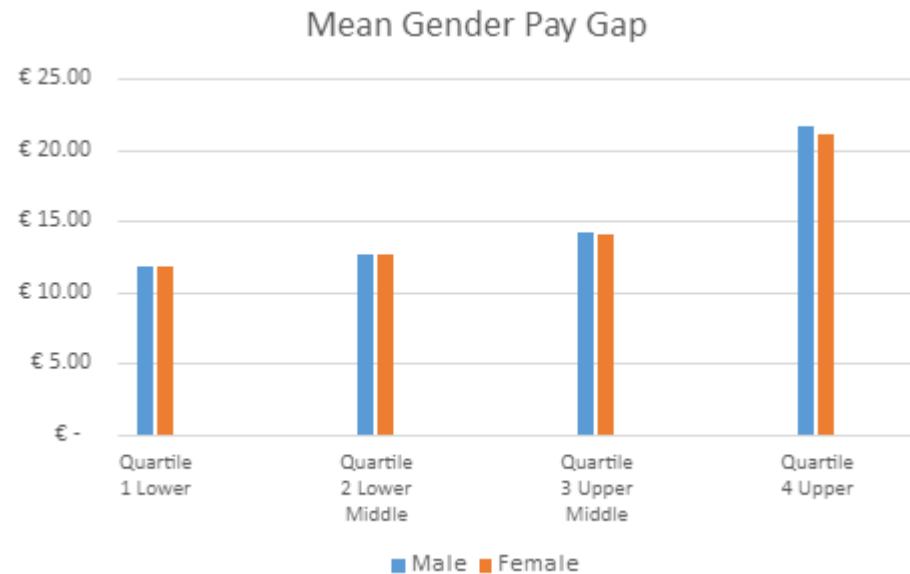
The mean Gender Pay Gap for hourly rates for male and female employees across the company as a whole is as follows:

Mean Gender Pay Gap	12.99%
Median Gender Pay Gap	6.19%



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 female and male employees across the company as a whole is as follows:

Mean Bonus Pay Gender Gap	-47%
Median Bonus Pay Gender Gap	-100%

