

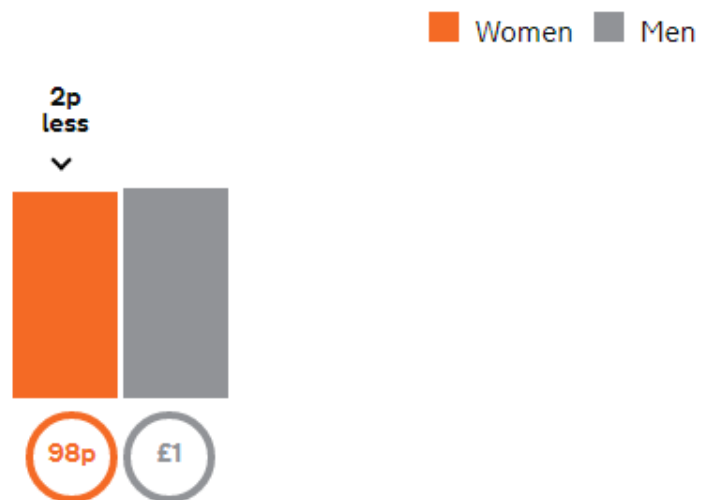
BILLS RESTAURANTS LTD.

2022/23 Gender pay gap report

Registered address:	26-28 Conway Street, London, England, W1T 6BQ
Nature of business (SIC):	Accommodation and food service activities, Wholesale and retail trade; repair of motor vehicles and motorcycles
Snapshot date:	5 April 2022
Employee headcount:	1000 to 4999 employees
Person responsible:	Thomas James (Managing Director)

Hourly pay gap

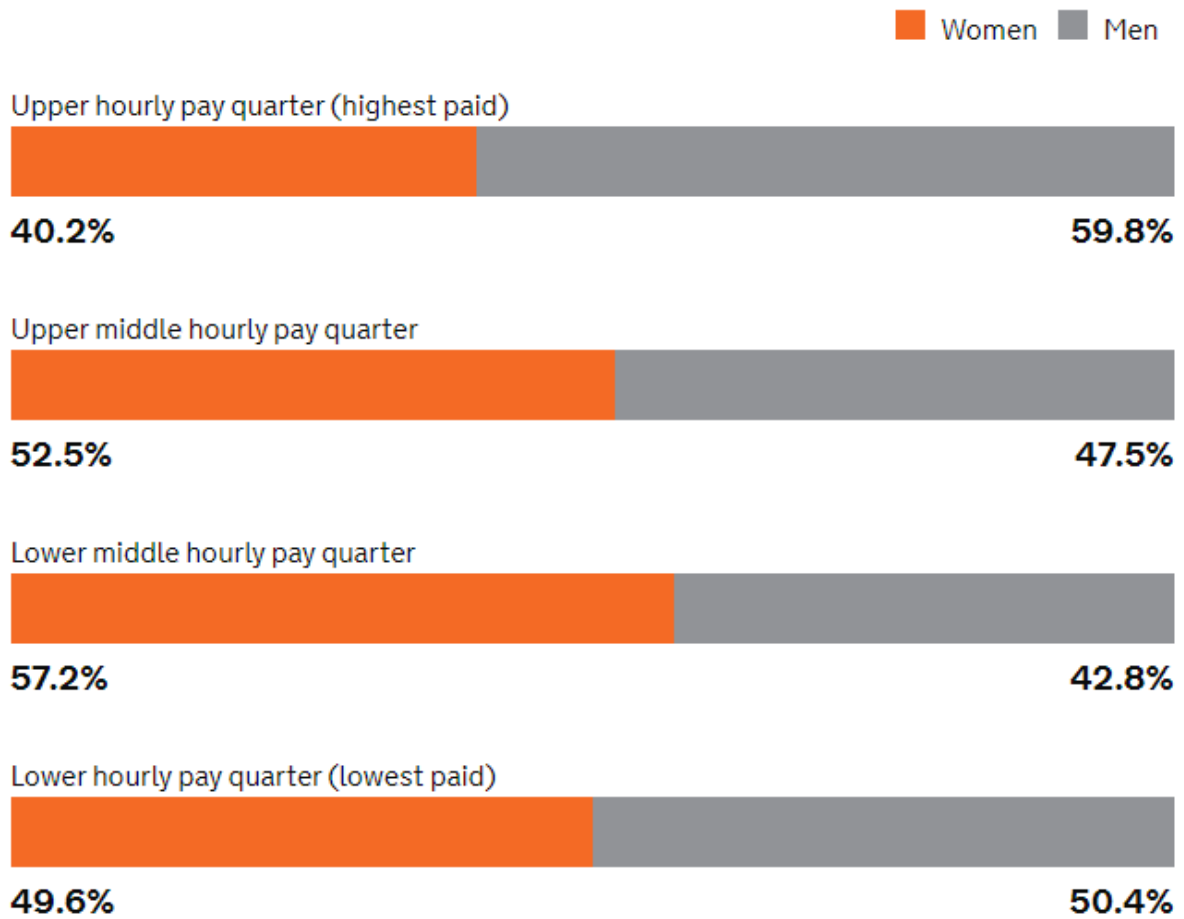
In this organisation, women earn 98p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 2.4% lower than men's.



When comparing mean (average) hourly pay, women's mean hourly pay is 5.8% lower than men's.

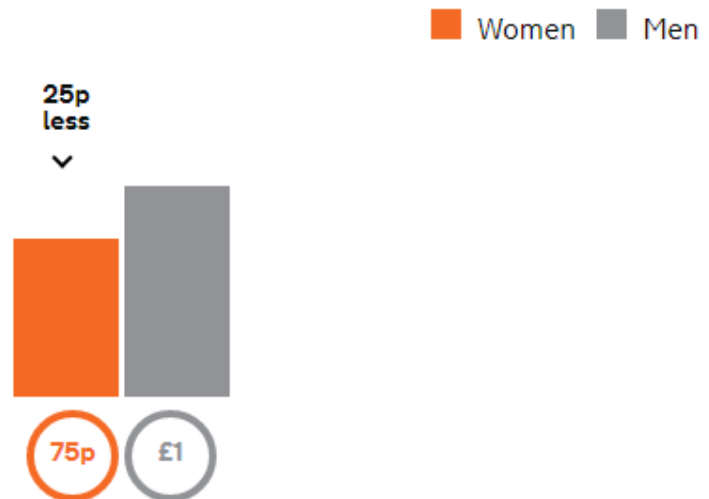
The percentage of women in each pay quarter

In this organisation, women occupy 40.2% of the highest paid jobs and 49.6% of the lowest paid jobs.



Bonus pay gap

In this organisation, women earn 75p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 25.2% lower than men's.



When comparing mean (average) bonus pay, women's mean bonus pay is 15.3% lower than men's.

Who received bonus pay

39.7% of women

41.9% of men

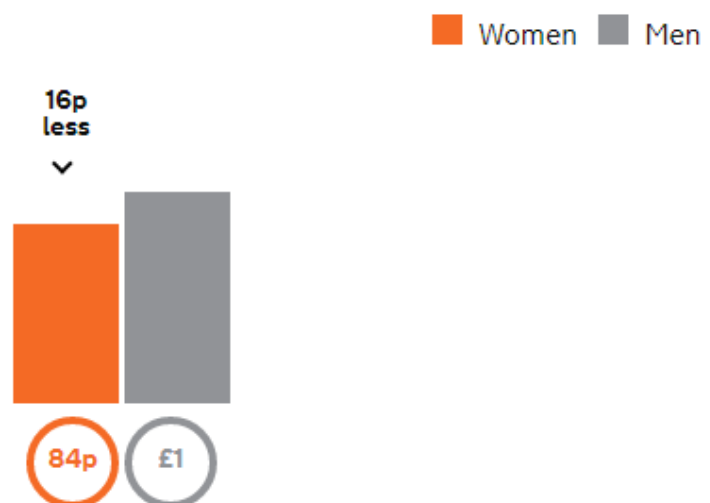
BILLS RESTAURANTS LTD.

2021/22 Gender pay gap report

Registered address:	26-28 Conway Street, London, England, W1T 6BQ
Nature of business (SIC):	Accommodation and food service activities, Wholesale and retail trade; repair of motor vehicles and motorcycles
Snapshot date:	5 April 2021
Employee headcount:	1000 to 4999 employees
Person responsible:	Steve Gill (People Director)

Hourly pay gap

In this organisation, women earn 84p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 15.9% lower than men's.

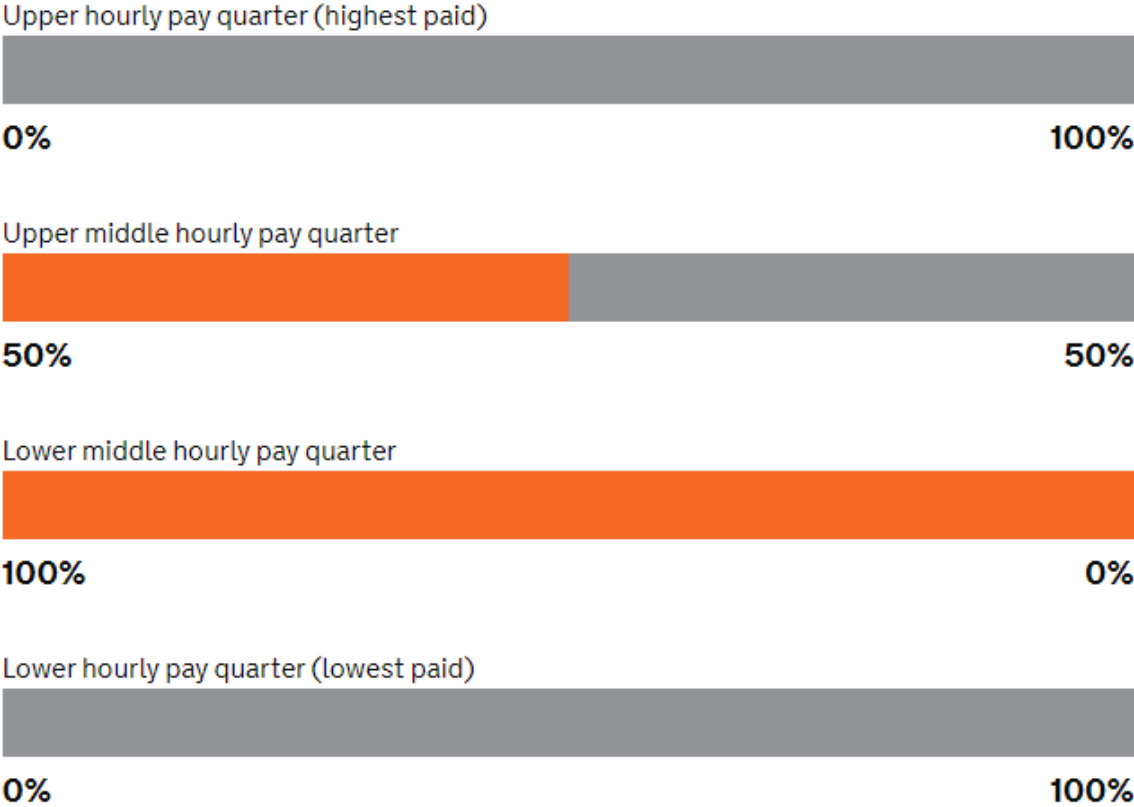


When comparing mean (average) hourly pay, women's mean hourly pay is 40.9% lower than men's.

The percentage of women in each pay quarter

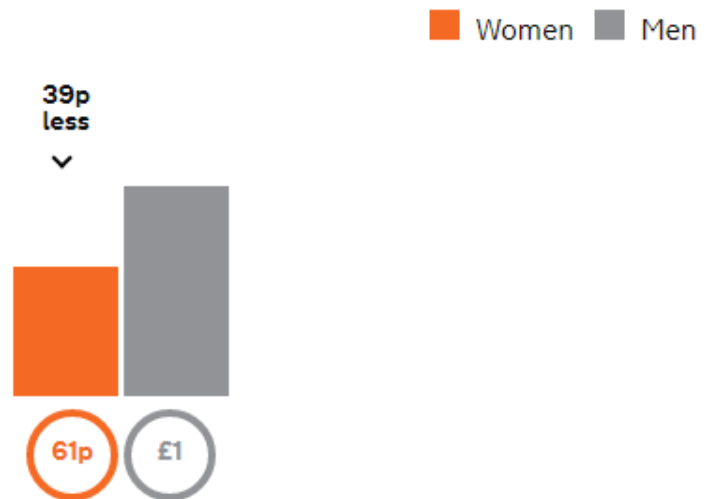
In this organisation, women occupy 0% of the highest paid jobs and 0% of the lowest paid jobs.

Women Men



Bonus pay gap

In this organisation, women earn 61p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 38.7% lower than men's.



When comparing mean (average) bonus pay, women's mean bonus pay is 32.5% lower than men's.

Who received bonus pay

93.9% of women

96.7% of men

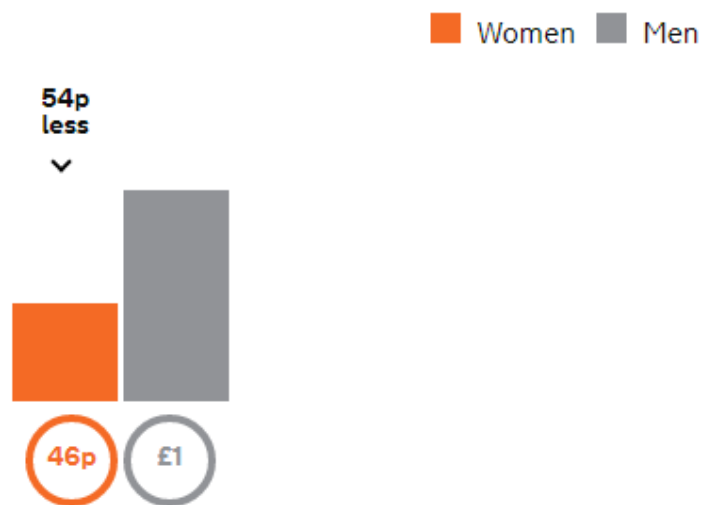
BILLS RESTAURANTS LTD.

2020/21 Gender pay gap report

Registered address:	26-28 Conway Street, London, England, W1T 6BQ
Nature of business (SIC):	Accommodation and food service activities, Wholesale and retail trade; repair of motor vehicles and motorcycles
Snapshot date:	5 April 2020
Employee headcount:	1000 to 4999 employees
Person responsible:	Janene Pretorius (Chief People Officer)

Hourly pay gap

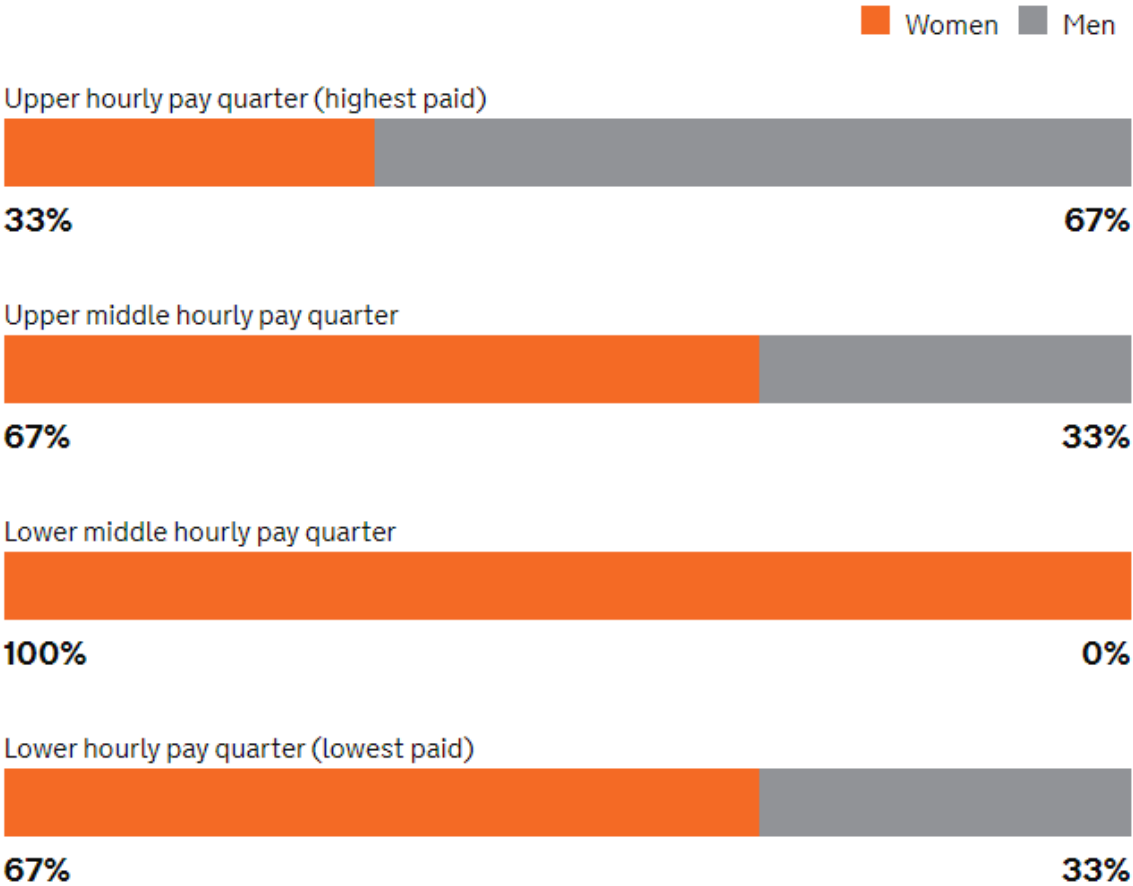
In this organisation, women earn 46p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 53.8% lower than men's.



When comparing mean (average) hourly pay, women's mean hourly pay is 58.7% lower than men's.

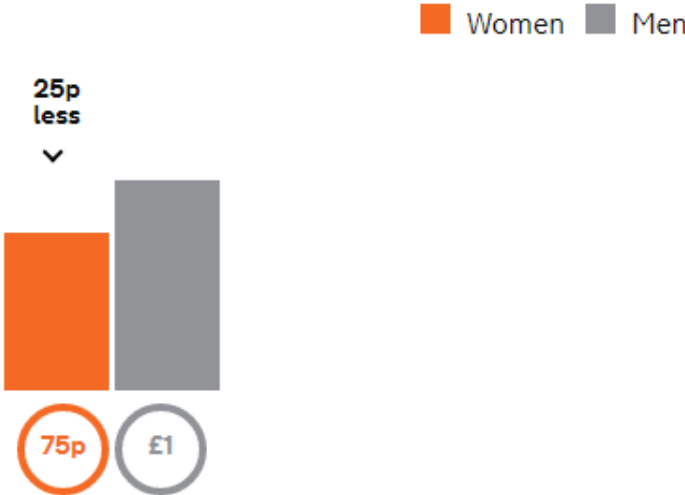
The percentage of women in each pay quarter

In this organisation, women occupy 33% of the highest paid jobs and 67% of the lowest paid jobs.



Bonus pay gap

In this organisation, women earn 75p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 25% lower than men's.



When comparing mean (average) bonus pay, women's mean bonus pay is 10.1% lower than men's.

Who received bonus pay

6.4% of women

7.1% of men