



GENDER PAY GAP REPORT

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This report sets out the gender pay gap statistics for Fazenda Group in relation to the reporting year of 2022.

The Gender Pay Gap

The Gender Pay Gap is a high-level snapshot of pay within a company and shows the difference in the average pay between men and women on a set reference date or 'snapshot date' (5th April 2022 for this report). It is different to Equal Pay which means that men and women who carry out the same or similar jobs roles must be paid the same.

All companies with 250 or more employees must report on their Gender Pay Gaps every year, outlining average pay information for men and women.

About Us

Fazenda is a restaurant operator; A traditional South American Rodizio, with a focus on high quality food and exquisite wines. We had 385 employees on 5th April 2022 and five England & Scotland city locations. Southern Wind Group acquired Fazenda on 1st March 2021.

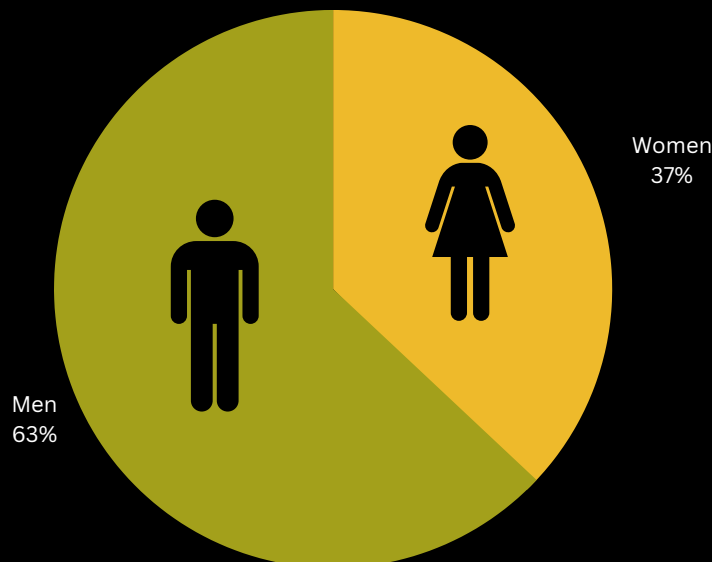
On the 5th April 2021, Fazenda Group had no employees receiving full pay as all non-essential hospitality businesses were closed due to the COVID-19 pandemic. This means that we are unable to compare if our pay gaps have increased or decreased from 2021 to 2022. We hope to be able to offer these results in our 2023 Gender Pay Gap Report.

Our Hourly Pay Quarters

We had 242 Men working for us on 5th April 2022 and 143 women. This is a split of 63% men to 37% women.

	Men	Women	Men	Women
Upper Quarter	52	31	63%	37%
Upper-Middle Quarter	58	26	69%	31%
Lower-Middle Quarter	59	25	70%	30%
Lower Quarter	46	38	55%	45%

We have more men working for us than women 63% / 37%.



Our upper quarter reflects this split, showing a fair distribution of the men and women working for us. Our most equal split of men and women can be found within the lower quarter, highlighting that we should focus on recruiting more women within our upper-middle and lower-middle pay quarters.

Our Gender Pay Gaps

We are required to report two Gender Pay Gap figures – Median & Mean. When reporting Gender Pay Gaps, statistics are usually focused on the median. This is the figure that falls in the middle of our pay ranges and is typically a more representative value.

Our Median Gender Pay Gap

	Pay Gap £	Pay Gap %
Median Hourly Pay	£0.00	0%

We are pleased to report that at Fazenda Group, our median gender pay gap for 2022 is 0%. The UK average for 2022 was 14.9%.

Our Mean (average) Pay Gap

	Pay Gap £	Pay Gap %
Mean Hourly Pay	£0.26	2.4%

Our mean hourly pay for women was 2.4% less than it was for men in 2022. The UK average for 2022 is 8.3% and within hospitality, the 2021 mean gender pay gap was 7.7%, so although we have some work to do to close this gap, we are pleased that we fall well below the national and industry averages.

Bonus Pay

In the 12 months ending on 5th April 2022, Fazenda Group did not pay any of our employees (Men or Women) a bonus.

As we did not pay any of our employees a bonus in the 12 months ending 5th April 2022, our Mean (average) pay gap and Median pay gaps are 0%

Our Plan for closing our mean Gender Pay Gap

As part of our Core Employer Values, we remain committed to developing, maintaining and supporting a culture of equality and diversity in employment at Fazenda in which all our people are treated equitably, and where they can realise their potential.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Fazenda Group is legally required to publish, on an annual basis, specified information relating to their gender pay gap.

I confirm that the information contained in this report has been calculated in accordance with the Regulations and is legally compliant.

Signed by: *Nina Widdicombe*

