

2023

Gender pay
gap report

TOOK US A LONG TIME

OUR GENDER PAY GAP REPORT 2023

At Took Us A Long Time, we are committed to creating an inclusive and respectful culture for all. We passionately believe that our cultural strength comes from our differences, so maintaining a culture that creates a sense of belonging, embraces diversity and is truly inclusive for everyone is central to who we are and what we do.

The figures in this report cover the snap shop period April 2022 to March 2023

Our gender pay gap can be partially explained by the lack of women in our kitchen teams, something that is a problem across the hospitality industry. We are working hard to increase the representation of females in our kitchens with measures such as offering reduced-hour contracts and flexible shifts.





PAY GAPS

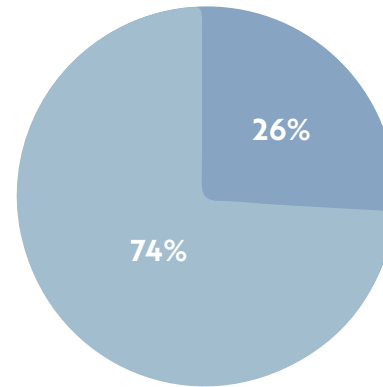
2023	2022
Mean gender pay gap 13.73%	Mean gender pay gap 14.30%
Median gender pay gap 9.52%	Median gender pay gap 5.46%
Mean bonus pay gap 21.85%	Mean bonus pay gap 28.62%
Median bonus pay gap 29.71%	Median bonus pay gap 24.24%

Annual Bonus Pay Gap figures include anything that was paid out as part of our Bonus scheme where eligibility to participate is driven by type of role. For management and leadership positions, our bonuses are related to performance.



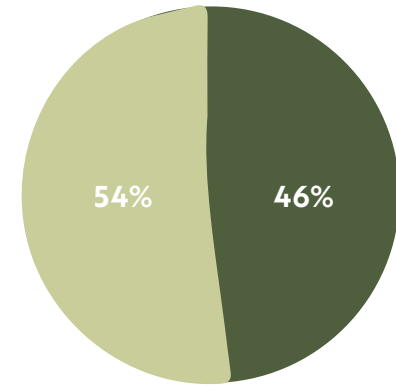
PAY QUARTILES

Upper Quartile



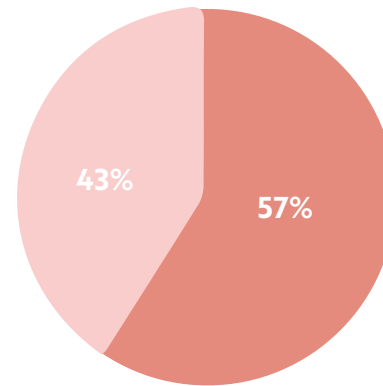
● Female ● Male

Upper Middle Quartile



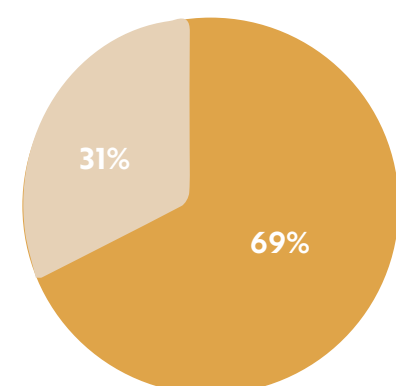
● Female ● Male

Lower Middle Quartile



● Female ● Male

Lower Quartile

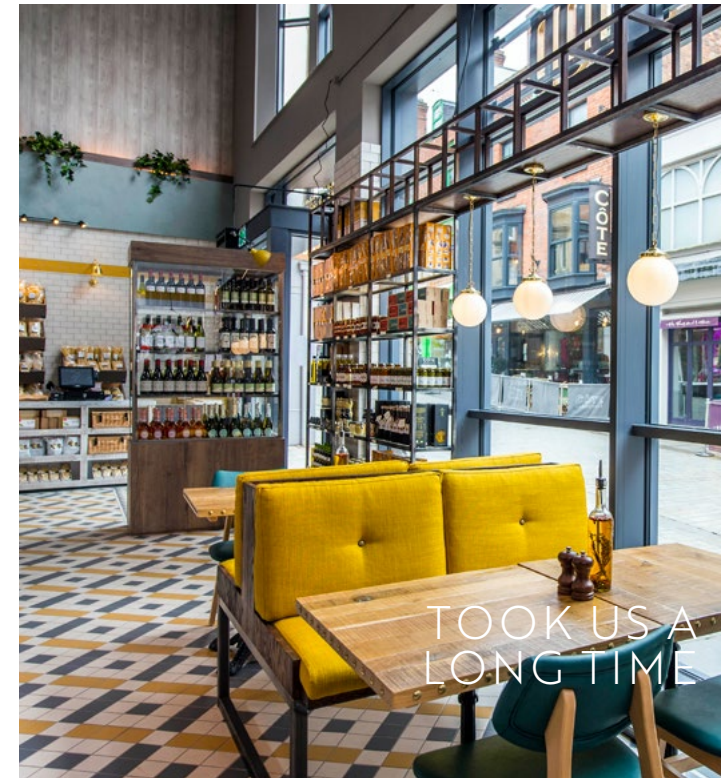


● Female ● Male

Our pay quartiles are calculated by listing every team member from the highest to the lowest paid. This is then split into four equal groups, and we look at the proportion of males and females in each group.

OUR COMMITMENT TO POSITIVE CHANGE

At Took us a Long Time Ltd we have an equal pay approach. We are proud to have in place a transparent and competitive bonus scheme to reward great performance based on clear targets. We are committed to further increasing female representation in our business and we are actively implementing strategies that reflect our commitment to creating an equal, inclusive and representative culture for all.





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