

THE NEW WORLD TRADING CO GENDER PAY GAP REPORT

REPORTING PERIOD 1ST APRIL 2020 - 31ST MARCH 2021

The New World Trading Company family is inclusive of people from all walks of life, creating diverse teams across the UK, and pioneering gender balanced workforces within the hospitality industry. Our company vision of creating amazing spaces to be enjoyed by all is mirrored within our recruitment strategy where we approach each individual with the same respect and opportunities.

We have a mean gender pay gap of 9.63% (average) which is 2% lower than the previous reporting year. We have a median gender pay gap of 3.11% (middle). As this year was heavily impacted by the global pandemic, there were no bonus payments to any team members.

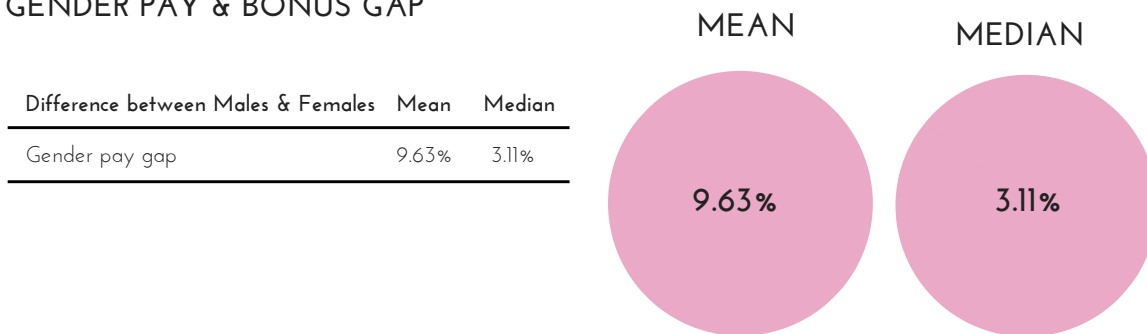
PIONEERING GENDER EQUALITY IN THE HOSPITALITY INDUSTRY

At NWTC Equality training is mandatory for every single team member, this will continue to be part of our industry-leading training program, ensuring our future remains inclusive of all who join the company.

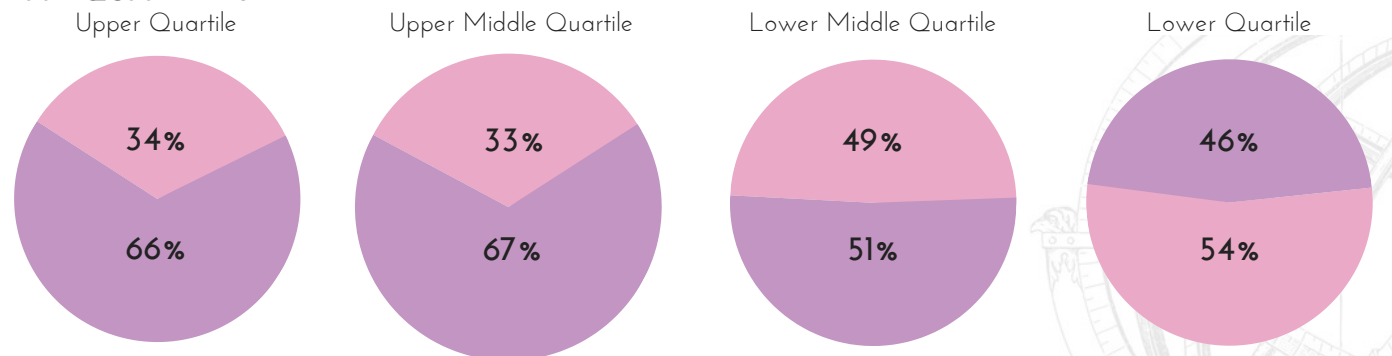
Our Talent Managers develop inclusive recruitment projects and use channels that will continue to attract males and females equally. One new initiative The New World Management Academy, will offer a development platform for junior bright stars within the company.

Focusing on benefits to support working mothers is another channel of focus. Our benefits package also includes childcare vouchers and educational subsidies, ensuring we support the professional development of females with families equally to all other team members.

GENDER PAY & BONUS GAP



PAY QUANTILES



Our team members are paid equally regardless of gender, so the variances in our gender pay gap comes from a lack of female representation within certain roles (represented mainly in upper quartile and upper middle quartile).

With National lockdowns, our sites remained closed for approximately 8 months of this reporting period, therefore, there was no need to recruit new starters. Since re-opening, we have reviewed our recruitment and onboarding process to ensure that we are attracting both males and females. This includes adding additional benefits a industry leading maternity package, and flexible working.

