



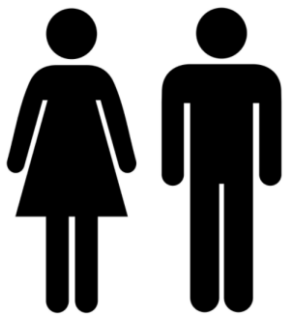
Gender Pay Gap Report 2017

At Casual Dining Group we are proud to say that everyone no matter what their background, race or gender has an opportunity to grow and develop, we place great importance on treating our people equally. We are confident that our gender pay gap is not caused by men and women being paid differently when in the same job but is driven by the structure of our workforce.

The below table accurately shows Casual Dining Group's Gender Pay Gap and Gender Bonus Gap as at the snap shot date of 5th April 2017.

A positive figure indicates a higher percentage paid to men and a negative figure indicates a higher percentage paid to women.

Hourly Rate



Pay Gap

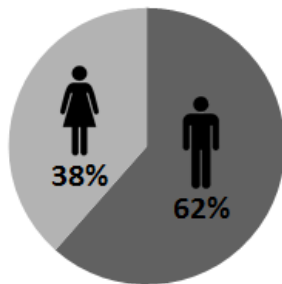
**Mean
9.5%**

**Median
0.0%**

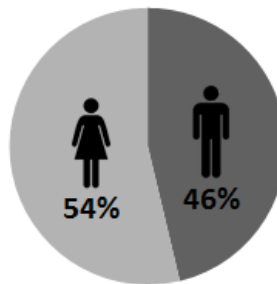
Pay Quartiles



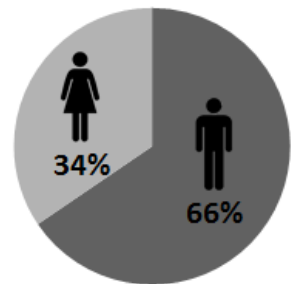
**Lower
Quartile**



**Lower Middle
Quartile**

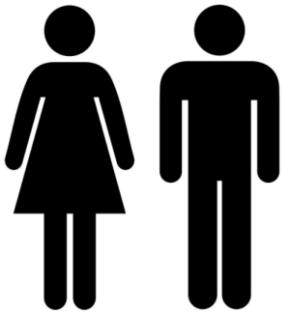


**Upper Middle
Quartile**



**Upper
Quartile**

Bonus Pay



Bonus Gap

**Mean
44.6%**

**Median
-7.4%**



**15.9% of men
received bonus pay**



**12.0% of women
received bonus pay**

Comments

At Casual Dining Group we are proud to pay men and women the same in equal roles. While our Hourly Rate Median result is nil we are showing a mean difference of (9.5)%, this is driven by the structure of the workforce in the Upper Quartile. We will continue to closely monitor and review this on a regular basis

Stephen Richards

Chief Executive