Gender Pay Gap Reporting Statement 2025

Hard Rock Cafe – (Hard Rock Cafe London – Old Park Lane & Piccadilly Circus, Edinburgh, Manchester, Hard Rock International Corporate)

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017.

As an employer with a workforce of more than 250 plus in the UK on the 5th April 2025, we must comply with new statutory provisions regarding gender pay reporting. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website and will do this within one calendar year of 5th April 2027 using our HR and payroll data.

Results

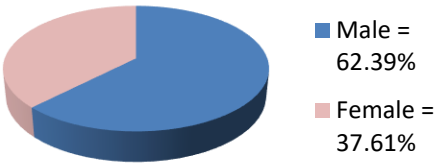
Mean Gender Pay Gap	**0.66%** (in favour of Females)
Median Gender Pay Gap	**0%** (in favour of both Females and Males)
Mean Bonus Gender Pay Gap	**65.92%** (in favour of Males)
Median Bonus Gender Pay Gap	**49.22%** (in favour of Females)

Proportions of Males & Females Receiving a Bonus Payment:

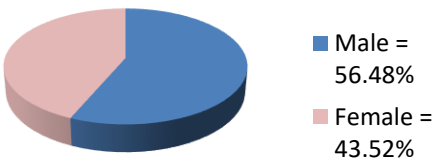
- **Male** **5.34%**
- **Female** **11.11%**

Quartiles

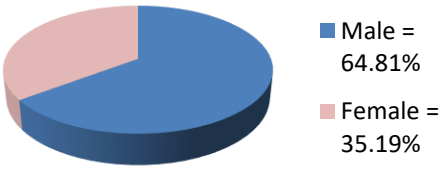
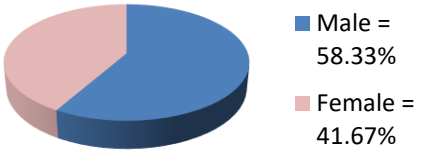
Proportion of Different Genders in Lower Quartile



Proportion of Different Genders in Lower Middle Quartile



Proportion of Different Genders in Upper Middle Quartile



Proportion of Different Genders in Upper Quartile