



Gender Pay Gap Reporting Statement 2025

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

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 2024, 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 2026 using our HR and payroll data.

Results

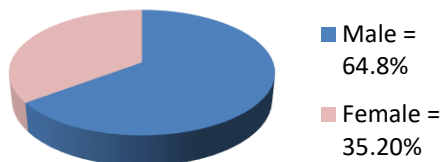
Mean Gender Pay Gap	17.1% (in favour of Males)
Median Gender Pay Gap	6.3% (in favour of Males)
Mean Bonus Gender Pay Gap	-30.2% (in favour of Females)
Median Bonus Gender Pay Gap	-81.5% (in favour of Females)

Proportions of Males & Females Receiving a Bonus Payment:

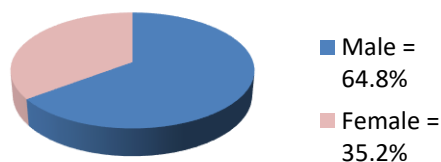
➤ Male	32.8%
➤ Female	32.9%

Quartiles

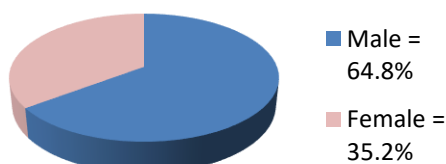
**Proportion of Different Genders
in Lower Quartile**



**Proportion of Different Genders
in Lower Middle Quartile**



**Proportion of Different Genders
in Upper Middle Quartile**



**Proportion of Different Genders
in Upper Quartile**

