



trgc | **YOUR JOURNEY
OUR SERVICE**

2025 Gender Pay Gap



Our People

Our business is built on people, from our guests to our team members. We pride ourselves on operating great businesses and are committed to building an inclusive culture within our teams.

We recognise and value our people based on their individual contribution, and we focus on developing and progressing all our team, ensuring opportunities are accessible to all.

We continue to be committed to a culture of belonging which is fair, inclusive and equal for all our team members.

Our gender pay gap report for 2025, as reported in 2026, used a snapshot date in April 2025. Reporting on gender is a legal requirement, however we also value and appreciate anyone who identifies differently from their legal status and fully support our non-binary team members and guests.

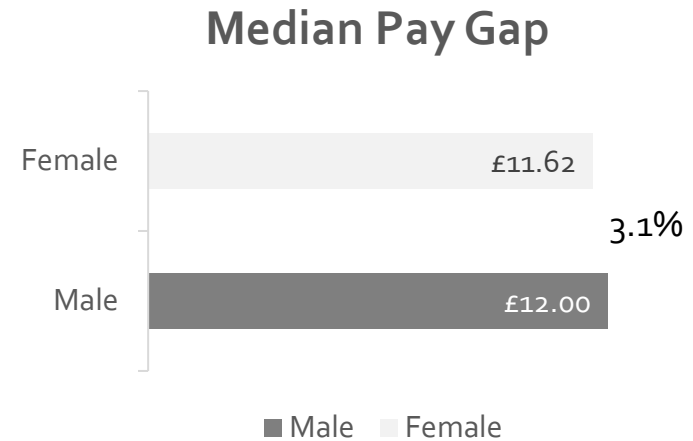
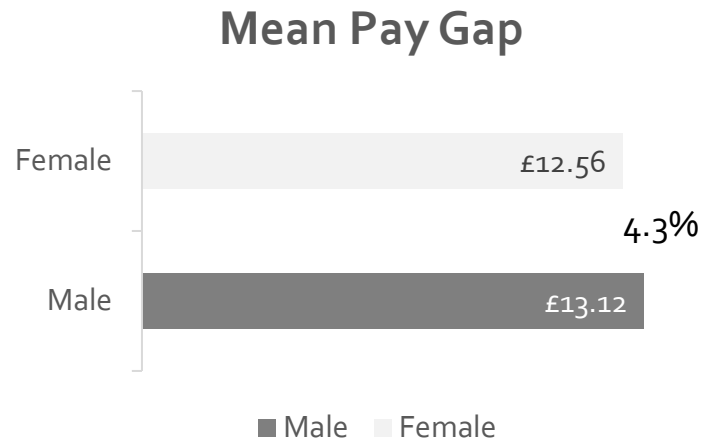
Our 2025 report includes only our TRGC team.

Zoie Field
Head of People



Gender Pay Gap 2025

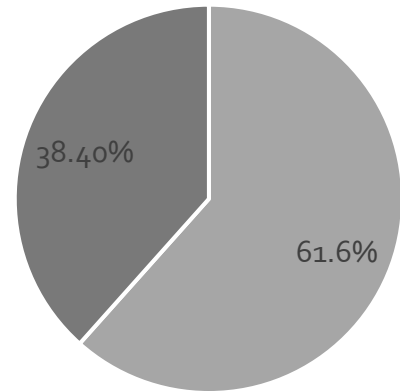
Mean and Median Pay Gap



Gender Pay Gap 2025

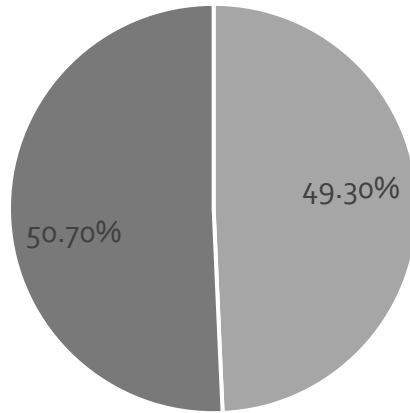
Breakdown of pay quartiles

Lower hourly pay quarter



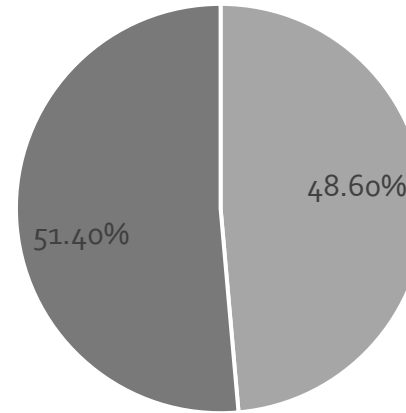
■ Female ■ Male

Lower middle hourly pay quarter



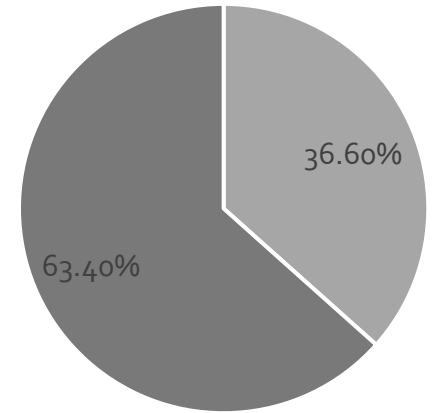
■ Female ■ Male

Upper middle hourly pay quarter



■ Female ■ Male

Upper hourly pay quarter



■ Female ■ Male

Gender Pay Gap 2025

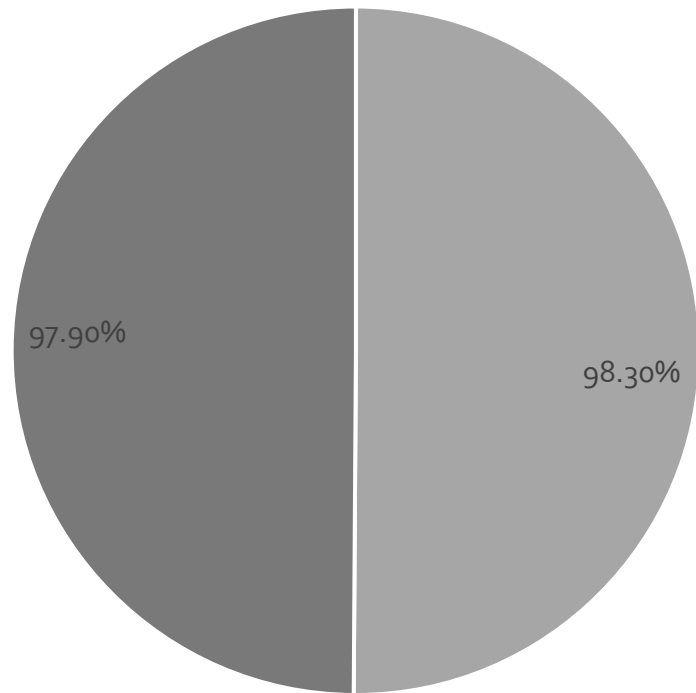
Bonus pay gap 2024 Paid April 2025



Gender Bonus pay gap calculations for 2025 include all relevant team members employed on the snapshot date of 5 April and represents total bonus payments received in the 12 months before the April pay period.

Gender Pay Gap 2025

Proportion of team who received bonus pay



97.9% of males received a bonus in 2025

98.3% of Females received a bonus in 2025

■ % of females receiving a bonus ■ % of males receiving a bonus



We strive to offer everyone equal rights, career development and progression and we are committed to maintaining and building upon our inclusive culture.

We will continue to enhance our career pathways for all roles whilst focusing on bringing more females into kitchen roles.

We will continue to focus on attracting and retaining female team members to address the gender imbalance across management roles. We will be looking to offer further flexibility in working patterns and look to train and upskill our female team into back of house roles.





THANK YOU