



Real California Burritos & Tacos

Tortilla Mexican Grill plc
First Floor Evelyn House
142 - 144 New Cavendish Street
London W1W 6YF
Company registration: 13511888
Tel: +44 (0)20 7637 4015 Web: tortilla.co.uk

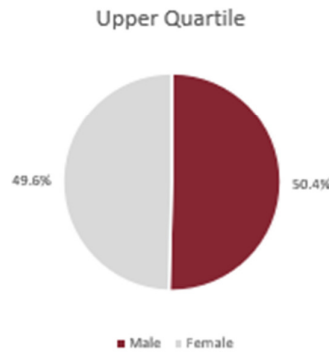
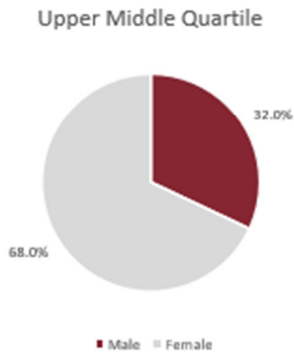
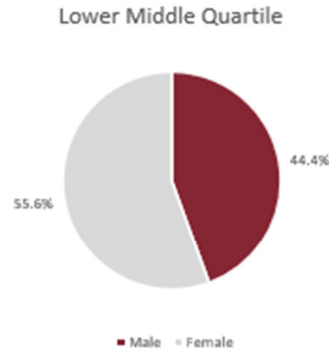
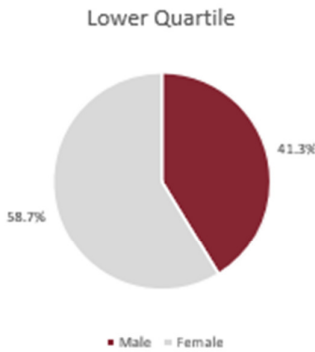
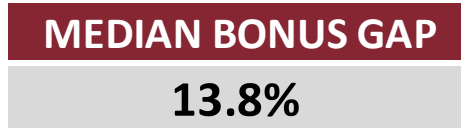
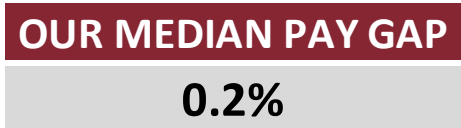
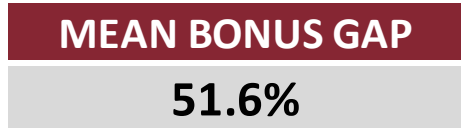
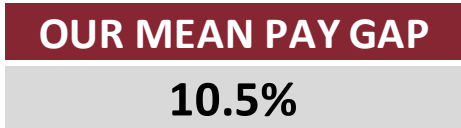
TORTILLA GENDER PAY GAP STATEMENT

Basic Statement

Tortilla c/o Mexican Grill is required by law to publish an annual gender pay gap report. This is Tortilla's report for the snapshot date of 5 April 2021.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I confirm that the Gender Pay and Bonus Gap calculations and the data provided for Tortilla Mexican Grill plc and its subsidiaries are accurate.





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Additional statement

Tortilla is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

Tortilla is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation, the distribution of those roles across locations within the UK, and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in roles which attract higher rates of pay and bonuses than other roles at similar levels of seniority. This applies to some senior roles in Tortilla and is reflected in particular in the gap related to bonuses. However, we are confident that terms of our management bonus schemes based on achieving financial KPIs of each site is in line with equal opportunities and equal pay principles.

At Tortilla, the labour force participation rate for women stands at 58.0% compared to the participation rate of men which is 42.0%. Women occupy 49.6% of the highest paid job and mean occupy 50.4%. 58.7% of the lowest paid jobs are occupied by women, which is 17.5% more than men in the same range.

Compared to the data we have published for the year 2018/19 (which is the most recent relevant year, as COVID-19 and the impact of the Coronavirus Job Retention Scheme heavily impacted 2020/21), the mean gender pay gap has decreased by 2%, whilst the median gender pay gap has remained close to 0% which means that women earn 99.8p for every £1 that men earn.

Following changes implemented to the company's bonus scheme, the mean bonus pay gap has increased by 12.0%, however the median bonus pay gap has decreased by 66.1% compared to 2018/19.

The Company is committed to ongoing review and improvement of pay policies and procedures, bonus schemes, benefits and other initiatives supporting equal pay and opportunities for both genders.