



Maroush Restaurant has been serving some of the finest Lebanese cuisine since 1981, in the heart of London, started by Chef Maarouf Abouzaki, with a harmonious team coming from different backgrounds, working together embracing diversity across the group.

We recognise the importance of equality and diversity contributions within our organisational culture, creating a healthy working environment and a successful business. It is encouraging to find that our mean gender pay gap across Maroush Group Ltd. is 5.6% which is lower than both the current national mean pay gap 17.4% and the food and beverage service activities sector 11.9%, while our median gender pay gap is 3.1% which is lower than both the current national median pay gap 18.4% and the food and beverage service activities sector 5.0%. This is based on the guide to the Annual Survey of Hours and Earnings (ASHE) gender pay gap tables.

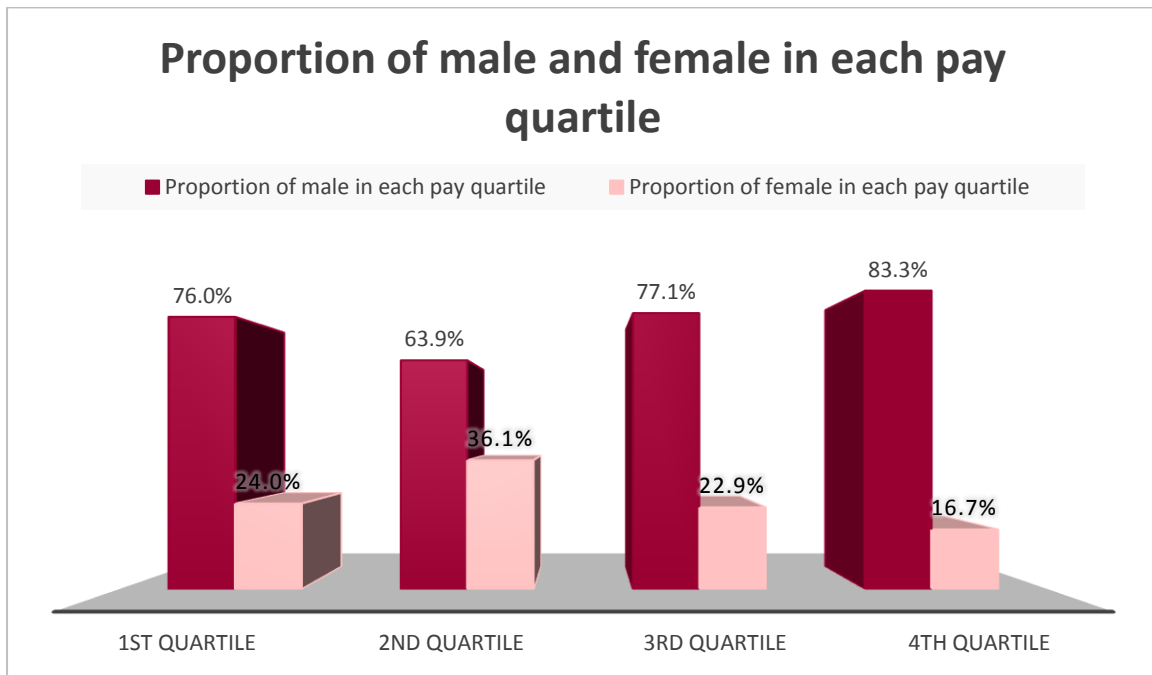
All statistics were compiled using the standard methodologies set out in the regulations based on a “snapshot date” of 5 April 2017, with reference to the ACAS guidelines where appropriate.

**Gender Pay Gap:**

Gender Pay Gap	Maroush Group Limited
Mean Pay Gap	5.6%
Median Pay Gap	3.1%



The main reason for this pay gap is the difficulty we are facing attracting females to work in our back of house roles. There are fewer women working in senior back of house positions compared to the number of men. This was demonstrated by the proportion of females in the highest paid quartile.



Maroush Group Limited is always keen to develop and maintain a healthy work place, physically and psychologically. As there is always room for improvement, we will be working on developing the following measures:

- ❖ Developing clear career paths, specifying stages and milestones along the way, with a clear evaluation and assessment metrics
- ❖ Reviewing our processes in regards to flexible working hours which can enable staff to keep and develop their career
- ❖ Making sure that our reward system encourages our diversity values and reflects a gender bias free evaluation process
- ❖ Providing training opportunities for back of house positions.

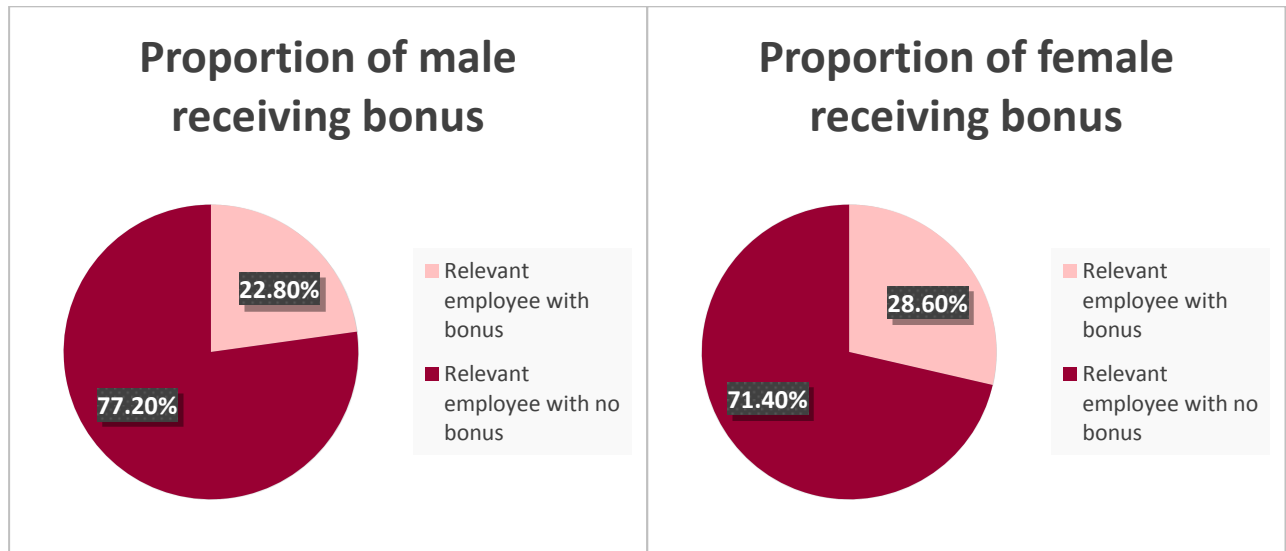
Maroush Group Ltd believes that working on the measures above will help the group to reduce the gender pay gap and to raise the profile of gender equality across the group. This will facilitate obtaining better results within the next 2 years.



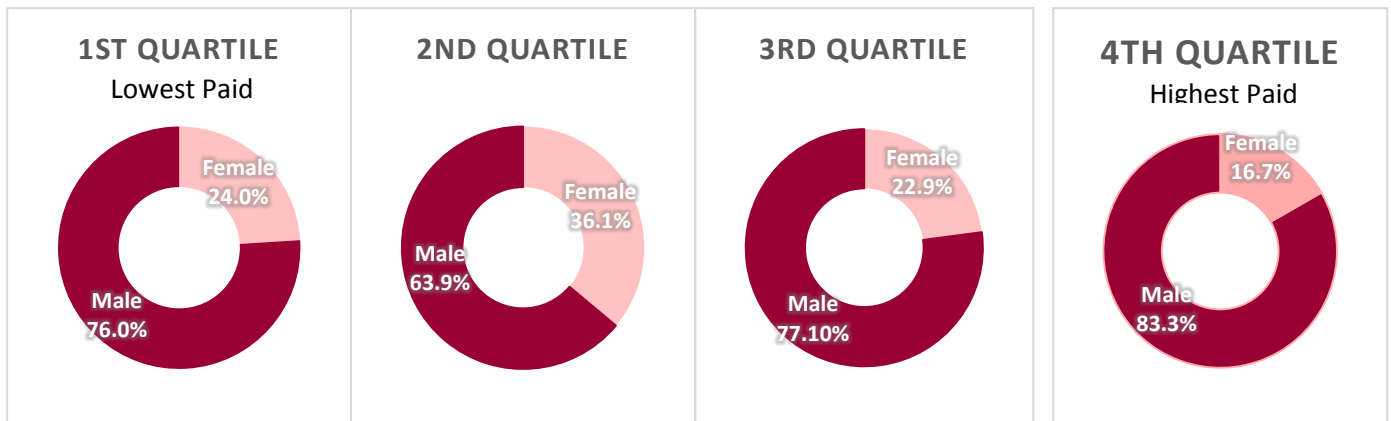
## Gender Bonus Gap:

Bonuses are defined with ACAS in regulation 4. They include anything that relates to profit sharing, productivity, performance, incentive and commission. The relevant bonus period will always be the preceding twelve months ending on the snapshot date being used for calculations.

Gender Bonus Gap	Maroush Group Limited
Mean Bonus Gap	-3.3%
Median Bonus Gap	-50.0%



**The proportion of males and females in each quartile pay band:**



We confirm that the information reported is accurate and in accordance with the UK Governments Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, and we look forward to the next annual report.

*Ranya Abouzaki*

Ms. Ranya Abouzaki  
Group General Manager

*Fadi Yazbek*

Mr. Fadi Yazbek  
Group HR Process Manager

