



# GENDER PAY GAP STATEMENT

2020 - HARNBURY HOLDINGS LTD

Harnbury Holdings Ltd is home to the San Carlo group of restaurants. Since opening the first restaurant on Temple street in 1992, the company has strived to ensure that equality is at the core of everything we do.

The San Carlo Restaurant Group is more than a group of restaurants dedicated to quality food and exemplary service. We are a group of individuals committed to the common goal of making fond memories for our guests and ourselves, elevating the standards and expectations of the restaurant industry and developing a secure and ideal work environment.



**The Values we live by are embedded to the core of the company and those within it.**

## MODESTY

Work toward achieving greatness but maintain humility.

## INTEGRITY

Use our best judgment; perform our work selflessly, honestly and caringly.

## RESPECT

Show respect for our peers, our supervisors, our industry and our guests.

## RESPONSIBILITY

Recognise and embrace the responsibility we have to our peers, our supervisors, our critics, our industry and ourselves to uphold the success we have achieved.

## CONSISTENCY

Maintain our standards of quality moment to moment, day to day and year after year.

## AWARENESS

Keep an open mind. Recognise innovation and realise inspiration, which will result in evolution and growth.

## INITIATIVE

Have the courage to take initiative and the conviction to follow through. Search for new ideas and means of improvement.

## TRUST

Have the confidence that we are all looking out for each other's best interest.

## COLLABORATION

Work together to achieve results that are greater than those we can achieve alone.

## IMPACT

Make a positive difference in the experience of our guests and those around us.

## SUCCESS

Create fond memories for our guests and each other.





## BONUS RESULTS

% men received bonus	4.1%
% women received bonus	0.0%

**Please note that due to the pandemic, in the snapshot period all staff in Harnbury Holdings Ltd were on furlough, therefore there are no full pay relevant employees in order to do the usual calculations**

## DECLARATION

Harnbury Holding Ltd is continually working on ensuring equality across its business. This is through a determined focus on developing the right culture at all levels and equality across all spectrums.

I confirm that Harnbury Holdings Ltd gender pay gap calculations are calculated in accordance with the guidance and requirements prescribed by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

**Marcello Distefano**  
Managing Director