



LARS/GFUK HOLDINGS LIMITED

GASTRONOMY FOODS (UK) LIMITED
FRYMILL LIMITED

GENDER PAY GAP REPORTING

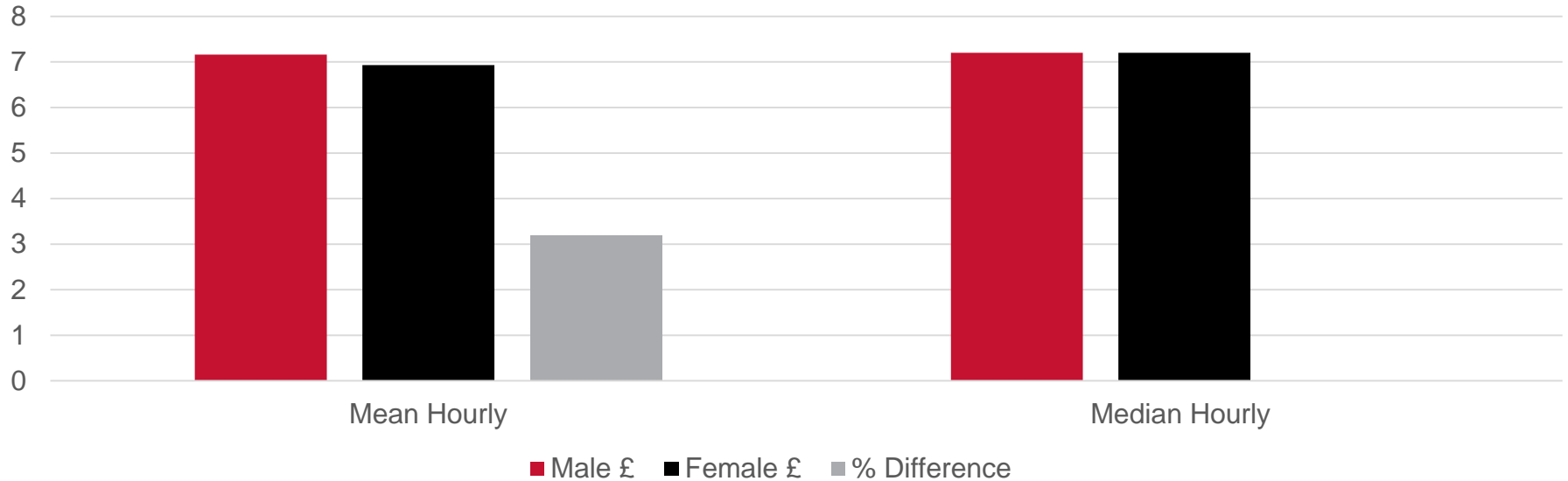


SLIDE REFERENCE

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- 07** Statement From The Managing Director

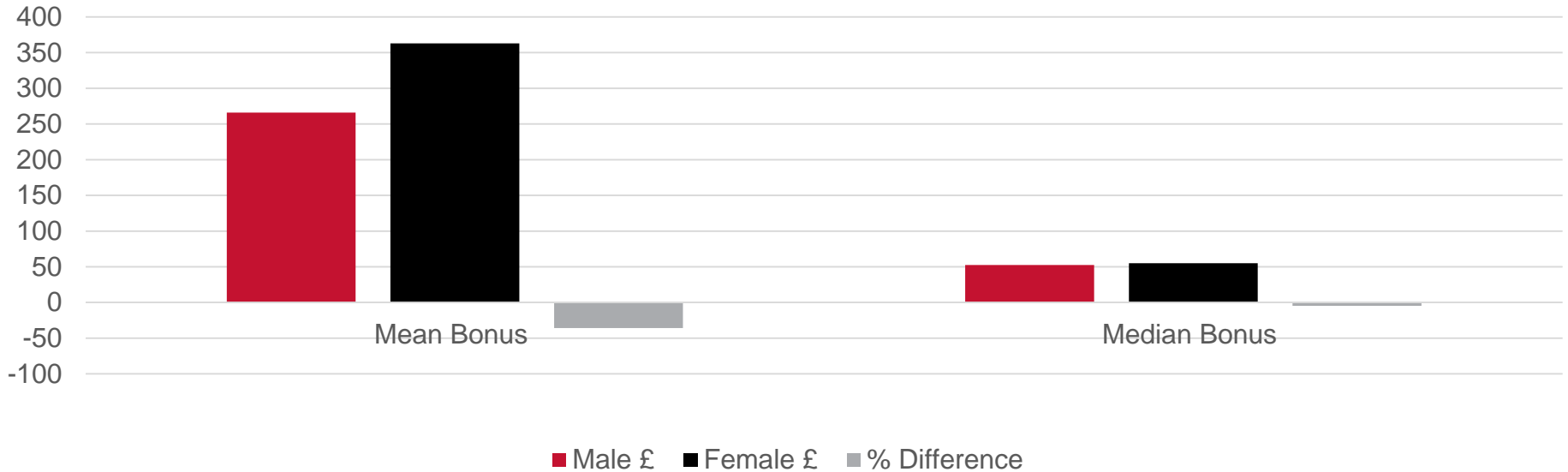
DIFFERENCE IN HOURLY RATES OF PAY 2016/17

Mean & Median Pay Differentials



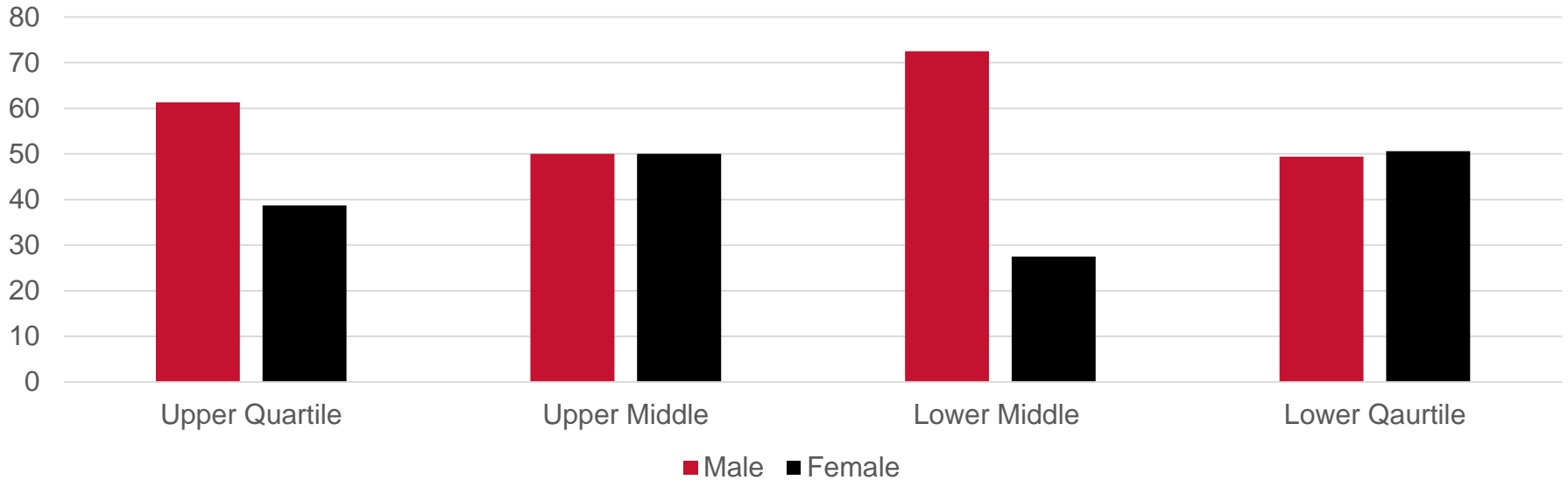
DIFFERENCE IN BONUS PAY 2016/17

Mean & Median Bonus Differentials

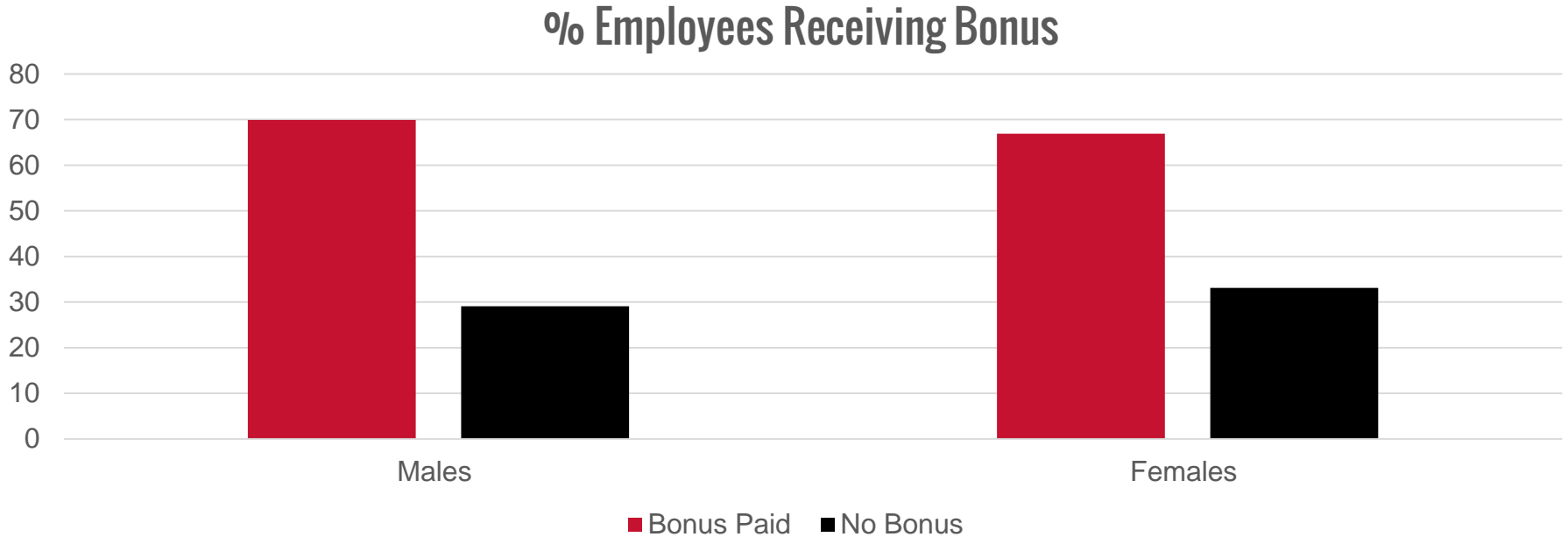


EMPLOYEE SPREAD VS PAY QUARTILES 2016/17

Employees By Quartile



BONUS PAYMENTS BY GENDER 2016/17



MANAGING DIRECTORS STATEMENT

LARS/GFUK Holdings operates KFC franchisees across Wales, Cheshire, Staffordshire, Derbyshire and Nottinghamshire. We are amongst the first restaurant & franchise groups in the UK to publish our gender pay gap figures and its no real surprise that we didn't really have one. Our pay structure is based on role level and validated performance appraisals across consistent personal and business metrics, never ever on gender, and we wholeheartedly believe that is how it should be.

We are proud to work together with our team, irrelevant of gender and have a passion to grow our business our culture and have a positive impact on the customers and communities in which we serve.

I confirm that the information included in this report is factual and accurate

Russ D Smith

Managing Director LARS/GFUK Holdings