Gender Pay Gap

2026 Report



CAFÉ SOL

We are sharing our second Gender Pay Gap report for Café Sol in line with the Gender Pay Gap Information Act 2021. At Café Sol, we have been building our brand for over 25 years and our people have always been at the forefront of this.

Café Sol was first established in 1998 with one goal in mind; to offer fresh and delicious food at a reasonable price. Our philosophy has always been to provide great coffee, quality food and excellent customer service. With over 50 employees across 7 high street locations, we are committed to offering all employees opportunities to develop new skills and further themselves in all areas.

Café Sol has worked hard to constantly evolve for more than 25 years, and our success has only been possible thanks to the talented people who work for us. Each individual plays an essential role in continuing the growth and development of Café Sol.

What is a Gender Pay Gap?

Organisations with over 50 employees have been asked to report on their Gender Pay Gap across a range of metrics. The main focus of the gender pay gap is to show the difference between the average hourly remuneration of men and women within an organisation.

Gender Pay is not the same as Equal Pay. Gender Pay does not compare employees on the basis of their roles, job titles, length of service or experience. Instead it looks at total remuneration and expresses any difference in remuneration between genders as a percentage.

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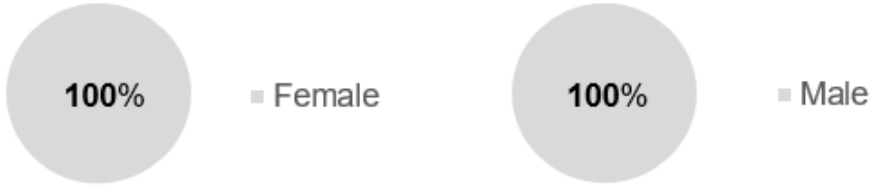
Mean and Median Results

Median Hourly Remuneration Gap	2.5%
Mean Hourly Remuneration Gap	4.3%
Median Bonus Remuneration Gap	100%
Mean Bonus Remuneration Gap	100%

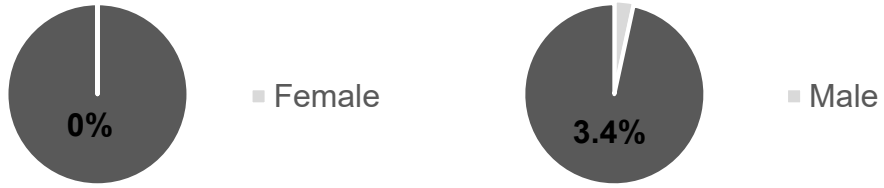
Median Part Time Hourly Remuneration Gap	4.5%
Mean Part Time Hourly Remuneration Gap	4.5%
Median Temporary Hourly Remuneration Gap	No temporary workers on snapshot date
Mean Temporary Hourly Remuneration Gap	

Bonus Payments and Benefit in Kind

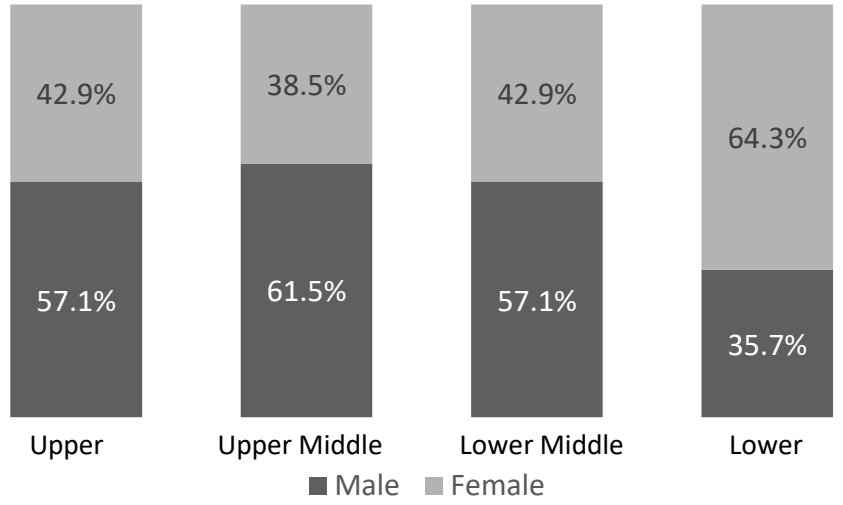
Percentage of Employees Receiving Benefit in Kind



Percentage of Employees Receiving a Bonus



Pay Quartiles



Our Results

Although adhering to certain standard rates of pay, particularly at entry level and amongst our staff population, Café Sol sees its employees as individuals with varying experience and potential. As would be expected, remuneration levels are often determined by these attributes. Remuneration can also take into account individual performance. It does not take into account the gender of employees.

The nature of the gaps that are present illustrate Café Sol's gender neutral approach to pay.

Café Sol will continue to monitor its recruitment and promotion policies to ensure that there is no bias towards either gender. Our aim is to provide long-term, satisfying careers where every individual, at every level, has the opportunity to maximize their skills and evolve with the company. Café Sol is an equal opportunities employer.

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