



**Five Guys**  
**Gender Pay Report April 2020**  
(for data covering 2019 – 2020)



# FIVE GUYS GENDER PAY REPORT

At Five Guys, our culture has been built on our five values – Family, Integrity, Competitive, Enthusiasm and Get It Done. We are incredibly proud of our diverse teams, and we aim to treat everyone equally at work. We believe equal pay is an important component of our business.

We are proud of the work we have completed in our eight years of trading and feel confident that we have lots of opportunities available for more women to progress and develop from crew into leadership roles. We look forward to reporting continued gains in this sector.

We can confirm the Gender Pay Data in this report is accurate and has been produced in accordance with the Gender Pay Gap Legislation.

*Paul Dunford*

*John Eckbert*

Paul Dunford – Director of People & John Eckbert - CEO

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# FIVE GUYS GENDER PAY REPORT

**Median Pay Gap**

0.0%

**Mean Pay Gap**

7.9%

**Median Bonus Gap**

19.7%

**Mean Bonus Gap**

38.5%

Quartile	Female	Male
Lower	31%	69%
Lower Middle	33%	67%
Upper Middle	39%	61%
Upper	45%	55%

89.2% of women received a bonus  
88.4% of men received a bonus

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# THE DATA

The report looks at the Gender Pay gap and is a snapshot from 5<sup>th</sup> April 2020, the date specified by the Gender Pay Gap legislation.

## **PAY GAP**

The Mean Pay gap has increased to 7.9% and our Median Pay Gap has decreased to 0.0%, as 86% of our employees were on Furlough on 5<sup>th</sup> April 2020.

## **BONUS**

We are pleased to confirm that over 88% of all of our employees both male and female have received a bonus in 2019 to 2020.

Both our Median and Mean Bonus gap percentages have increased this year, mainly driven by a large proportion of our most senior leadership roles being held by males. We remain proud of the increasing proportion of female leadership within our company - half of our Department Heads in our support office are now female.

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# OUR FOCUSES AND PLANS

We recognise and appreciate that we have some work to do to close the Gender Pay gap, and we are committed to pay equality and embracing our diverse workforce to an even higher extent in the future. Some of the key projects and initiatives are set out below.

- Throughout 2021 we have improved our data and reporting, to measure the gender split across a number of areas within the business. This more detailed information has led to direct actions this year and continues to inform our plans for future years.
- In 2021 we launched our “Women in Leadership” program, which is designed to grow and develop our senior female leaders.
- In 2021 we launched a revised “Equality, Diversity and Inclusion” policy and we are in the process of running workshops on these initiatives for our store managers and all other senior leaders in the business.

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