



Five Guys

Gender Pay Report April 2021

(for data covering 2020 – 2021)

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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 nine 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.

John Eckbert

Sarah Salzer

John Eckbert – CEO & Sarah Salzer – Head HR

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Median Pay Gap

3.1%

Mean Pay Gap

11.6%

Median Bonus Gap

26.4%

Mean Bonus Gap

43.5%

| Quartile | Female | Male |
|--------------|--------|------|
| Lower | 50% | 50% |
| Lower Middle | 47% | 53% |
| Upper Middle | 43% | 57% |
| Upper | 35% | 65% |

87.3% of women received a bonus
91.2% of men received a bonus

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THE DATA

The report looks at the Gender Pay Gap and is a snapshot from 5th April 2021, the date specified by the Gender Pay Gap legislation.

PAY GAP

The Mean Pay Gap has increased to 11.6% and our Median Pay Gap has increased to 3.1%.

PROPORTION PER QUARTILE

This year has seen an increase in the proportion of female representation in each quartile with at least 4% improvement per quartile, in comparison to last year's data.

BONUS

We are pleased to confirm that over 87% of all of our employees both male and female have received a bonus in 2020 to 2021.

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 percentage of female leadership within our company - 50% of our Department Heads in our support office are females.

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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:

- In 2021 we launched our “Women in Leadership” program, designed to grow and develop our senior female leaders. The first cohort is made up of 21 exceptional female leaders across both Support Office and Operations. We have further plans to embed this leadership program in 2022 and continue to identify upcoming female talent within the business.
- In 2021 we launched a revised “Equality, Diversity and Inclusion” policy and workshops on these initiatives for our store managers and all senior leaders in the business. In 2022 we have plans to launch an e-learning module to all employees throughout the UK. A wider Diversity strategy will remain a focus both in the short and long term.
- In 2022 we have plans to review our benefits and time away from the business, with a further commitment to explore more family focused policies.
- We are working towards improving our staff retention for our hourly paid and management teams within our restaurants, with at least a 10% reduction of turnover.

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