



Five Guys

Gender Pay Report April 2022

(for data covering 2021 – 2022)

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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 ten 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, both within stores and Support Office. 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 of HR & Recruitment

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Median Pay Gap

0.0%

Mean Pay Gap

4.5%

Median Bonus Gap

15.2%

Mean Bonus Gap

41.7%

Quartile	Female	Male
Lower	44%	56%
Lower Middle	39%	61%
Upper Middle	44%	56%
Upper	39%	61%

87.8% of women received a bonus
88.7% 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 2022, the date specified by the Gender Pay Gap legislation.

PAY GAP

We are pleased to share both our mean and median gender pay gaps have decreased this year, as we have continued to commit to our Diversity, Equality and Inclusion strategy. Our median gender pay has decreased to 0% and our mean gap has decreased by 7.1% this year.

PROPORTION PER QUARTILE

This year has seen an increase in the proportion of females in both the upper and upper middle quartiles by over 4%. We have seen a decrease in the proportion of females in both the lower middle and lower quartiles. Despite this improvement, we will continue to strive for a balanced gender representation across each quartile.

BONUS

We are pleased to confirm that over 87% of all of our employees both male and female have received a bonus in 2021 to 2022. Both our Median and Mean Bonus Gap percentages have decreased this year. Our median bonus gap has decreased by 11.2% and mean bonus gap has decreased by 1.8%. We remain proud of the increasing percentage of female leadership within our company.

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OUR FOCUSES AND PLANS

We recognise 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 greater extent. Some of the key projects and initiatives are set out below:

- Within 2022, we made significant steps forward in embedding our 'Women In Leadership' programme through our first cohort of 21 female leaders comprised of both in store and Support Office representatives. For 2023, we are expanding the programme to encompass more of our field teams, and are developing additional materials that will support both male and female leaders in opening up gender discussions.
- In 2023 we plan to launch an e-learning module for all employees throughout the UK. A wider Diversity strategy will remain a focus both in the short and long term. We have also launched our 'Trans and Non Binary' policy across the business, with plans to launch a 'Menopause Support' policy this year.
- In January 2023 we launched our 'Enhanced Maternity Leave' policy, which offers up to 18 weeks full pay for our longest serving employees. We will also focus on ways to support parents returning to the workplace by offering flexible hours and support.
- In 2022 we set ourselves a target to improve company turnover by 10%. We have exceeded this target. In 2023 we will continue to focus on improving retention.

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