



**Five Guys**

**Gender Pay Report April 2024**

**(for data covering 2022 – 2023)**

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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 done over the last eleven years 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 ,CEO & Sarah Salzer, People Director

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# FIVE GUYS GENDER PAY REPORT

**Median Pay Gap**

1.5%

**Mean Pay Gap**

4.6%

**Median Bonus Gap**

14.6%

**Mean Bonus Gap**

32.2%

Quartile	Female	Male
Lower	43%	57%
Lower Middle	41%	59%
Upper Middle	39%	61%
Upper	39%	61%

92.6% of women received a bonus  
89.6% 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 2023, the date specified by the Gender Pay Gap legislation.

## **PAY GAP**

There is a small increase this year in both our Median (1.5% increase) and Mean pay (0.1% increase) gaps. We will continue to evolve our diversity strategy to focus on decreasing the gap.

## **PROPORTION PER QUARTILE**

This year has seen an increase in the proportion of females in the middle lower quartile by 2%. The proportion of female representation in the Upper Quartile remains the same as last year. We will continue to strive for a balanced gender representation across each quartile.

## **BONUS**

This year has seen significant improvement regarding bonus in relation to gender pay. 92.6% of women received a bonus which has increased by 6% comparatively to last year. More females have received a bonus in comparison to male employees (89.6%) this year. We have also seen a positive decrease in the both the Median (11.8%) and Mean (11.3%) bonus gaps this year. Whilst we have more work to do, we are pleased to see the progress over the last year in relation to bonus.

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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 the second half of 2023, we are delighted to have made three senior appointments to the Executive Leadership Team. Aurelie O'Donnell, IT Director, Julie Begon, General Counsel and Sarah Salzer, People Director.
- We have incredibly strong female talent within the business and will continue to grow and evolve our senior leadership program. We continue to evolve our “Women In Leadership Program” across the business.
- In January 2023 we launched our enhanced maternity leave policy, this policy 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 2024 we will work on a “work life balance” approach and strategy to continue to support all our employees across Five Guys.
- We will continue to drive our Diversity, Equality and Inclusion strategy in 2024 .

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