



Five Guys
Gender Pay Report 2019
(covering data 2017 - 2018)



Five Guys Gender Pay Report

At Five Guys, we are 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, and we have clear pay scales and a reward and recognition plan which we adhere to with our teams.

We are proud of the female leadership within our company with women leading such key functions as Operations, People & Finance at the most senior executive level. There are layers of mid and lower level management and some of our support functions which are predominantly male, which is the reason for our Gender Pay Gap. This is something that the Five Guys Executive Team is working hard to bring into better balance.

We have decreased our mean gender pay gap (ordinary pay) by 1.4% and also reduced our median gender pay gap (bonus pay in the 12 months) by 5%.

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

I confirm the gender pay data in this report is accurate and has been produced in accordance with the guidelines.

Faye Hance – Head of People & John Eckbert - CEO

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Median Pay Gap	2.7%
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Mean Pay Gap	6.3%
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Median Bonus Gap	11.2%
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Mean Bonus Gap	33.8%
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Quartile	Female	Male
Lower	42.92%	57.08%
Lower Middle	42.71%	57.29%
Upper Middle	37.08%	62.92%
Upper	32.99%	67.01%

92% of women received a bonus
91.9% of men received a bonus



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