

Gender Pay Gap 2024



RESTAURANTS



Introduction

At Pizza Hut Restaurants, we believe in equal opportunities for all and that pay, bonus and position should be a reflection of performance over any other factor. All our employee pay reviews are conducted against that criteria, with our restaurant team member pay also a reflection of age in line with government age bandings for national minimum wage. We are committed to creating a culture where everyone feels included, respected and free to be their authentic selves. This is underpinned by our values – Best of Me/Best of Us.

The snapshot date for this report is 5th April 2024 and covers all employees working on that date. No bonus schemes were in force for the year.



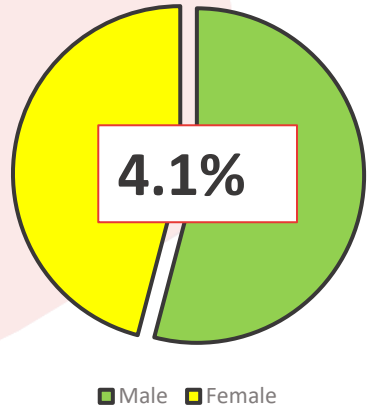
What is Gender Pay Gap reporting

- In 2017 the Government introduced new legislation which meant that all companies who have 250 employees or more must publish their Gender pay gap data. We welcomed this legislation and the focus it places on the issue of Gender Pay gap – encouraging businesses to do more to support women at all levels of their organisations.
- We acknowledge that for reporting purposes, legal regulations ask us to identify our employees as men and women however we would like to note that not everyone identifies as their legal gender status. We whole heartedly embrace and support our non-binary team members, and those who do not identify as their legal gender. We work hard to ensure that everyone feels welcome, part of the Pizza Hut family and free to be their true self.
- The gender pay gap measures the difference in the average pay of men and women across an entire organisation, regardless of role or the nature of their work, and can be the result of many factors, including the number of men and women in each role, or the total number of men and woman in the organisation.



Our Results

Mean

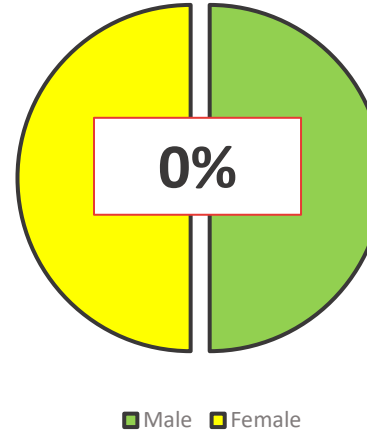


This is calculated by comparing the average pay rate of men and women at Pizza Hut (UK) Limited.

How we work this out is: we first add up the pay of all the male employees and divide this number by the total number of male employees at the company.

We then do the same thing for all the female employees. The mean Gender Pay Gap is the difference between these two figures.

Median



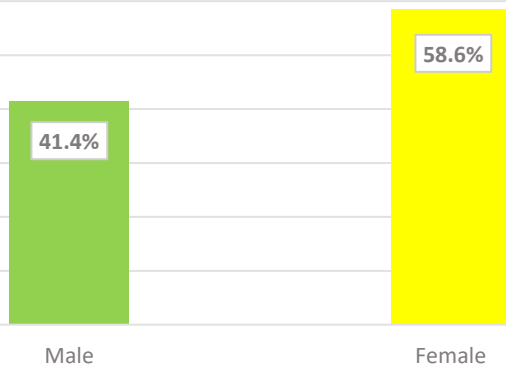
If there were two lines of employees, one of all our female employees and one of all our male employees, and each line went from the lowest paid to the highest paid, the median pay gap is the difference in pay between the middle employee in the female line, and the middle employee in the male line.

Our mean gap is 4.1% vs 7.7% last year and the median is 0% vs 2.3% last year. Both mean and median are showing a significant improvement in closing our pay gap.

We are significantly below the average Median Gender Pay Gap, which is 14.3% (favourable to males) for the UK as a whole (according to the Office for National Statistics dataset published 11th November 2023).

Pay Quartiles

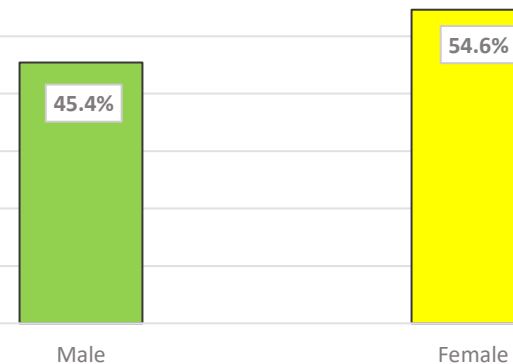
Lower Band



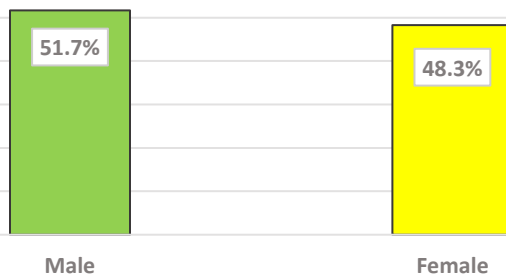
Our pay quartiles are calculated by listing every employee from the highest to the lowest paid. This is then split into four equal groups, and we look at the proportion of males and females in each group.

We have significantly more females under the age of 18 applying for, and working in our entry level positions such as server which has impacted the profile of both the lower and lower middle quartiles.

Lower Middle Band



Upper Middle Band



Our upper middle and upper pay bands are very close to a 50/50 gender split, with a slight leaning to more female employees in the upper and more male employees in the upper middle bands. We have more females working in our head office roles than males.

Upper Band



Understanding the pay gap - TBU

From our pay gap figures and analysis as of April 2024 we know that:

54% of our total workforce (3368) are female. However we know we continue to attract a higher proportion of females to our entry level roles aged under 18. Our team member pay rates are in line with government pay and age bandings so this distribution has a bearing on our pay gap.

56% of our shift manager are female which continues to be positive with many progressing from team member. This is our first level entry to management role. Our attrition in our deputy manager and restaurant general manager roles has reduced over the year and we have seen strong retention in these role. 46% of our deputies being female and 39% of RGMs are female and our stability in these roles has impacted opportunities to create as many opportunities as we would like to rebalance this. We are continuing to review barriers to females progressing from shift manager roles.

58% of our head office are female and we are pleased to report continued progress in female representation at senior leadership level with 53% being female.

Future focus:

- Continue to increase female representation at all levels of our restaurant management teams – particularly at the deputy manager role which provides a pipeline to RGM.
- A focus on ensuring our internal and external hiring media focussed on key inclusion and diversity messaging to address any unconscious barriers to female applicants.
- Continue our supportive programmes for flexible working, mental health and wellbeing, those with new caring responsibilities and those who are going through the menopause.



Chief People & Marketing Officer