

Gender Pay Gap Report UK

Gender pay data gives us insight, makes us challenge ourselves and puts action in place to drive meaningful change. We are proud of the work we have already done and are committed to driving more action over the coming years. We know that by empowering and enabling everyone to flourish and thrive, we grow our business, our people and deliver on our purpose of changing lives together.

This Gender Pay Gap Report contains the data of those Nandocas, of which there are 19,499, on the UK payroll dated 5th April 2024.

For reporting purposes, legal regulations ask us to identify our Nandocas as men and women. However, we know that not all our Nandocas identify themselves in this binary concept and we work hard to ensure all Nandocas are welcome, feel part of the family and can be themselves.

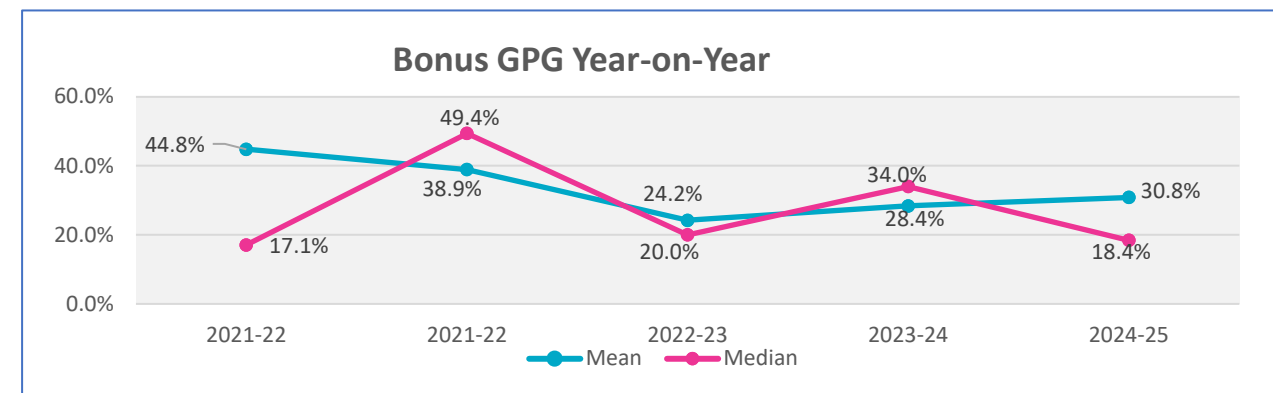
Pay quartiles

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
FEMALES	54%	46%	49%	47%
MALES	46%	54%	51%	53%

We continue to broadly see equal representation across the business when reviewing diversity. This shows the positive steps we have taken to progress and retain females in senior and leadership roles.

Bonus pay gap

MEAN BONUS	30.8%	MEDIAN	18.4%
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Our mean bonus pay gap has slightly increased from last year but remains relatively stable overall. In contrast, the median gap has significantly reduced by 15.6%.

We attribute these changes to fluctuations in bonus payments for management and leadership positions, which are tied to restaurant performance and can vary.

	Received a bonus	Didn't receive a bonus
MALES	11.7%	88.3%
FEMALES	11.8%	88.2%

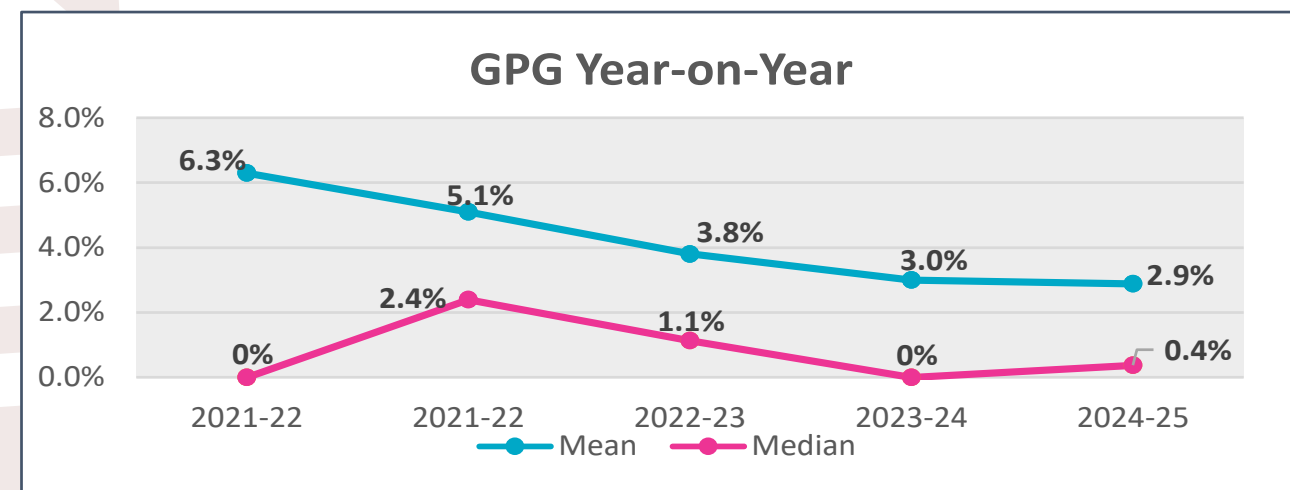
UK Gender Pay Gap at Nando's

MEAN PAY GAP	2.9%
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Our deliberate approach to driving an inclusive culture and equal representation across all levels has contributed to a continued decrease in our gender pay gap. Since we started reporting, we continue to see a year-on-year reduction of our mean pay gap, as we get closer to closing the gap.

MEDIAN PAY GAP	0.4%
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We are incredibly proud of our continued focus on driving our Everyone is Welcome agenda, which can be seen in our median pay gap remaining close to 0%.



REVIEWED AND APPROVED BY

Maria Horn,
Chief People Officer

