

# ROI Gender Pay Gap Report 2024

At Nando's, it's the people that make the chicken and we are committed to creating an inclusive and respectful culture for all; one where every individual is valued, respected and can flourish. We are now in our third year of reporting on our Gender Pay Gap figures in the Republic of Ireland (ROI). This data only contains those Nandocas on the ROI payroll of which there are 512 Nandocas (2.56% of our population).

## Gender pay gap at Nando's

The Gender Pay Gap Information Act 2021 requires all companies in the ROI who have 250 employees or more to publish their Gender Pay Gap data. All Nandocas are included, even those on leave and the hourly pay calculation is based on all pay in the 12 months leading up to the snapshot date (5th June 2024).

Calculation	All staff	Part time staff	Temporary staff
Mean	-0.8%	0.8%	2.1%
Median	0.7%	1.0%	0.3%

**The Mean Pay Gap** has increased by 5.7% from last year, moving our pay gap closer to 0%. We are pleased with this movement as a gap of almost 0% means that we are closer to closing the mean gender pay gap in ROI.

**The Median Pay Gap** has increased by 0.5% to 0.7%. This is a slight increase in our median pay gap but it remains close to 0%.

## Pay quartiles

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Females	57%	51%	38%	50%
Males	43%	49%	62%	50%

We are proud that our pay quartiles show that females are equally represented in our upper quartile. While there has been a decrease in representation in the upper middle quarter, we are committed in our ongoing work to reduce this gap.

## Bonus pay gap

MEAN BONUS	5.9%	MEDIAN BONUS	-0.7%
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We have seen substantial movement with our Bonus Pay Gaps this year. Bonus Pay calculations include anything that was paid out either as part of our Bonus scheme (which is dependent on restaurant but available to all salaried Nandocas), or our Partnership scheme (our Long-Term Incentive Scheme where eligibility to participate is driven by level of role).

Our Bonus Gaps are significantly reduced from last year and we now see a much smaller gap between males and females. Bonus is dependent on the performance of the restaurant and therefore is subject to swing each year.

10% of males and 11.2% of females received a bonus across the workforce. This is due to only a small proportion of the population being eligible for bonus, with eligibility to participate driven by level of role.

% Receiving Bonus	
MALE	FEMALE
10%	11.2%

## Benefit in kind

Any benefits received which are not included in salary or wages. For example: healthcare.

Eligibility to participate is driven by level of role and Nandocas must opt into these benefits. We see a slightly higher percentage take up of these benefits with our female Nandocas compared to our male.

% Receiving BIK	
MALE	FEMALE
2.3%	3.6%

## Summary

We are proud of the work we have done so far and remain committed to do more. We continue to drive meaningful change through education and awareness, inclusive people practices and listening to our Nandocas. Our Everyone is Welcome philosophy is a high priority for us and one that is imperative to our success.

Inspired by our heritage, we strive to create a respectful and inclusive culture that is reflective of the Nandoca teams in our restaurants (50/50 sex and 30/70 ethnicity).

### REVIEWED AND APPROVED BY

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