



PIZZA PILGRIMS

GENDER PAY GAP REPORT



2023

Our founders, Thom and James, started Pizza Pilgrims as a way to be happier. Happier in their jobs, happier in their lives, and in control of their own destiny. They would certainly say that it has been a rollercoaster of a ride ever since. And like most rollercoaster rides, it is an enjoyable experience!

It is important to us, above all else, that anyone else who wants to come along for the ride has the same opportunity for happiness. We believe that Pizza Pilgrims - along with all the fantastic and diverse people who are a part of it - is a great place to find this kind of happiness.

We are proud to have seen countless people grow and develop with us, as we ourselves, have grown from a market stall to a multi-site pizzeria brand. Some of these people are still with the company, and many have gone on to other exciting opportunities across the world - hopefully taking many happy memories with them.

We are always working to make Pizza Pilgrims a great place to work - it's what gets us out of bed in the morning. We are committed to valuing diversity and we believe that everyone has the same opportunity to develop and grow no matter what their gender, age, background, belief, or nationality. We are proud of our diverse workforce that come from all over the world as we believe supporting people from different backgrounds can bring fresh ideas, unique thinking, and approaches.

We welcome the sharing of our annual pay gap report and we will continue to use this data to ensure we always have a diverse and balanced workforce.



GENDER PAY GAP REPORTING

The gender pay gap is the difference between the average pay of men and women across the whole business regardless of their role.

This is different to equal pay, which is about men and women being paid the same when they have the same role.

Every year we use a snapshot date of the 5th April and any bonus calculations are based on the 12 months prior to this date.

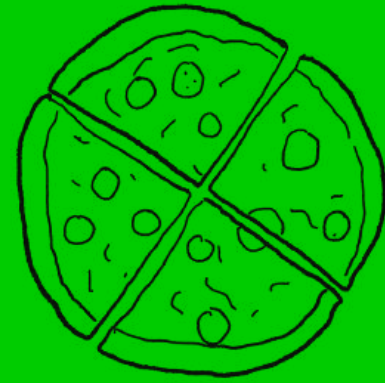
WHAT WE REPORT:

- ① The % of men and women in each earnings quartile
- ① The mean (average) gender pay gap based on hourly pay for all employees
- ① The median (middle) gender pay gap, based on hourly pay for all employees
- ① The mean (average) gender pay gap for bonus pay
- ① The median (middle) gender pay gap for bonus pay

On the snapshot date, Pizza Pilgrim's employed a total of 330 employees of which 61% were male and 39% were female.

The mean (average) gender pay gap is 9%

The median (middle) gender pay gap is 5%



TOTAL EMPLOYEES GENDER SPLIT

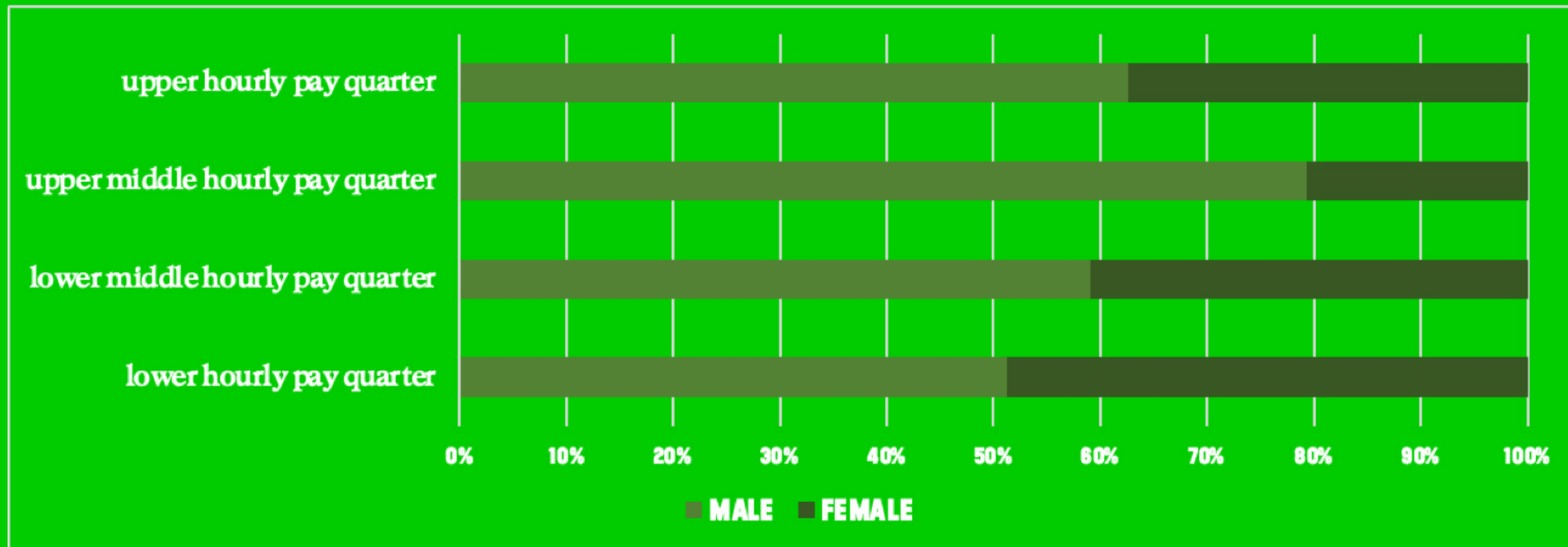
FEMALE
39%

MALE
61%



PAY QUARTILES

WHEN DIVIDED INTO PAY QUARTILES, THE GENDER SPLIT WAS:



While in the lower pay quartile, the split is equal between males and females. This group is attributed to our FOH and BOH roles such as servers and pizza chefs. The lowest percentage of women occupy the upper middle hourly quartile. These roles can be attributed to mid-level management positions.



BONUS RESULTS

There is a fair and transparent scheme in place for those eligible for bonuses and we always aim to reward teams that are working to display great behaviours and achieving clear targets set. We also have a refer-a-friend scheme that is open to every employee within Pizza Pilgrims.

20% OF FEMALES ACHIEVED BONUS
18% OF MALES ACHIEVED BONUS

Looking at the bonus paid our mean gap is -4% meaning the average bonus paid to females was higher than males.

The medium gap is 11%. We believe this is a result of more senior roles being occupied by males at the snap shot date.

At Pizza Pilgrims, we have an equal pay approach to all roles within the business and we believe that we pay equally to males and females in comparable roles. We have clear pay bandings in place for roles and everyone has the same opportunity for a pay review based on a non-biased criteria which have clear and transparent incentive schemes in place.

We are aware that there is a slightly higher male representation in our workforce (mostly in our back-of-house teams) and we are already implementing ways to diversify our kitchen team as we grow. We plan to show a better representation across roles via our Pizza School, already seeing a number of our female managers that have made the move into BOH management roles. We also have a high proportion of our FOH team members cross-trained in BOH roles and vice versa. We aim to continue this journey and make a bigger impact on our employee ratios.

Through our dedicated training academy, we provide equal opportunities for every employee within Pizza Pilgrims to grow and develop their skills to benefit them both in work and throughout their lives. We recently introduced a 'women in leadership' workshop dedicated to our female managers to support them with their career growth.

We also ensure that we use the data collected from the gender pay gap report in our 'Pilgrims Progress' forum where we discuss with our teams how we can grow and develop as a business.

We are committed to reviewing the pay and benefits offered to our teams every year and are in the process of implementing pay increases across the board with improved benefits to support the growth of our teams, no matter their gender.

We are committed to improving our gender pay results in the future and look forward to sharing the report next year highlighting the impact of new initiatives we are currently actioning.

HAYLEY CUMMINGS
HEAD OF PEOPLE





THANK YOU

