

Equity, Diversity & Inclusion at Pizza Pilgrims

At Pizza Pilgrims, we're here to make people happier, one pizza at a time.

We believe everyone should feel welcome, respected and able to be themselves - whether they're working in one of our pizzerias, visiting as a guest, or partnering with us as a supplier or community organisation.

Our approach to Equity, Diversity & Inclusion is rooted in two of our core values: Respect Others and Be Yourself.

What we're focusing on

Listening to our teams

We regularly gather feedback from our people through:

- Hospitality Heroes, our quarterly employee forum.
- Our twice-yearly Happiness Survey.
- Regular communications and feedback channels.
- An open-door approach with managers, senior leaders and our founders.

This helps us understand what's working, where we can improve and what matters most to our teams.

Creating opportunities

We're proud to work with employability partners across the UK who help create opportunities for people who may face barriers to employment.

As we grow, we'll continue looking for ways to expand these partnerships and make careers in hospitality accessible to more people.

Building understanding and respect

We deliver Respect Others training at all new pizzeria openings and reinforce respectful leadership through our Academy and management development programmes.

As our business grows, we'll continue exploring new ways to build awareness, understanding and inclusion across our teams.

Our commitments for 2026–2027

- Hold 4 Hospitality Heroes forums.
- Run 2 Happiness Surveys.
- Continue working with employability partners across the UK.
- Deliver Respect Others training at all new restaurant openings.
- Review our progress annually and publish an update.

Looking ahead

We know inclusion isn't something you ever finish. We'll continue listening, learning and improving as Pizza Pilgrims grows, helping create a culture where everyone feels welcome, respected and able to be themselves.

For more information, read our Equity, Diversity & Inclusion Commitment Statement.