



wagamama

gender pay gap

2022

a team that reflects modern society

standing as an active ally for radical inclusion, gender equality and supporting the women of wagamama to achieve their goals remains a top priority for everyone. in our 2021 gender pay gap report we made 3 commitments |

- ★ **to increase the number of women working in chef positions** | we achieved a 4% increase in the number of female chefs in the 12 months to the 2022 snapshot date
- ★ **to support the women of wagamama** | we launched a dedicated women's network group co-chaired by 3 women leaders from our restaurants who help shape + define our strategy for supporting women in the workplace. we also launched a menopause policy + provided further line manager guidance
- ★ **women leadership programme** | we launched 2 dedicated female apprenticeship programmes with more development opportunities planned for 2023 and beyond

whilst we are pleased with the progress we have made, there is more to do and the further actions we are taking to narrow the gender pay gap can be found on the last page of this report

our gender pay gap report for 2022 reported in 2023, used a snapshot date of april 2022. whilst reporting on the gender pay gap is a legal requirement, we value and appreciate anyone who identifies differently from their legal gender status and fully support our non-binary team members and guests. we hope that with continued positive change, there will be better representation for everyone across wagamama + broader society

matt

matt hudson (he/him) | **people director**



our gender pay gap results

our mean gender pay gap for 2022 is 18%. this has changed in favour of men by 13.6% since 2021

this negative shift highlights the 2022 data being a truer reflection of our teams than in 2021, due to the ongoing use of the government job retention scheme (furlough) in 2021 when certain data was required to be stripped out. our teams are paid equally for the jobs they do however more males than females in chef positions and general manager positions in 2022 was a contributing factor to the change in our pay gap

our continued focus to maintain a high proportion of females in management positions leading our restaurant operations, central manufacturing kitchen and noodle hq head office teams remains a key focus

the median pay gap is 13%, seeing a proportionate decrease in favour of women by 4% in comparison to 2021



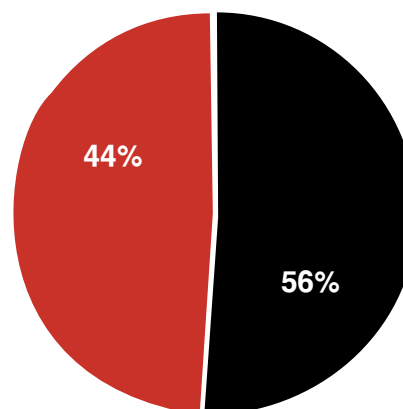
mean



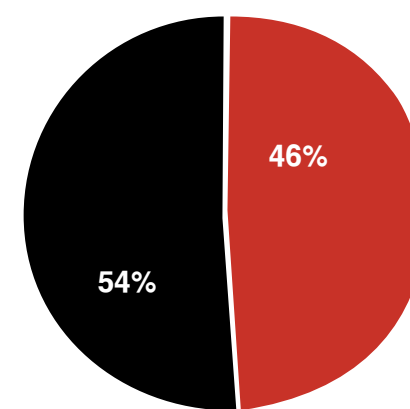
median



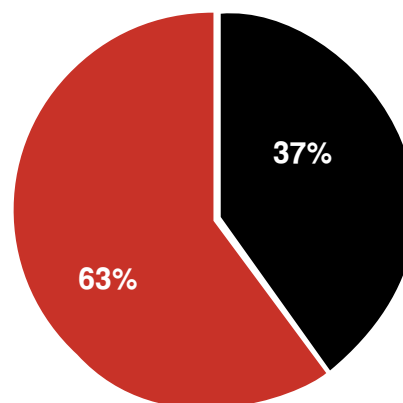
lower quartile



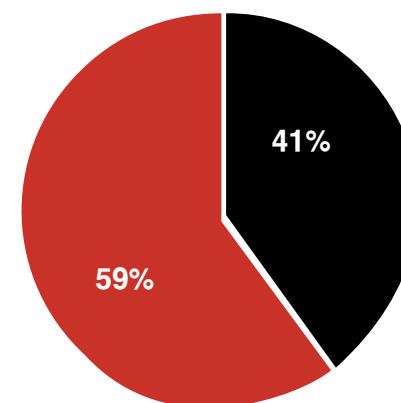
lower-middle quartile



upper quartile



upper-middle quartile



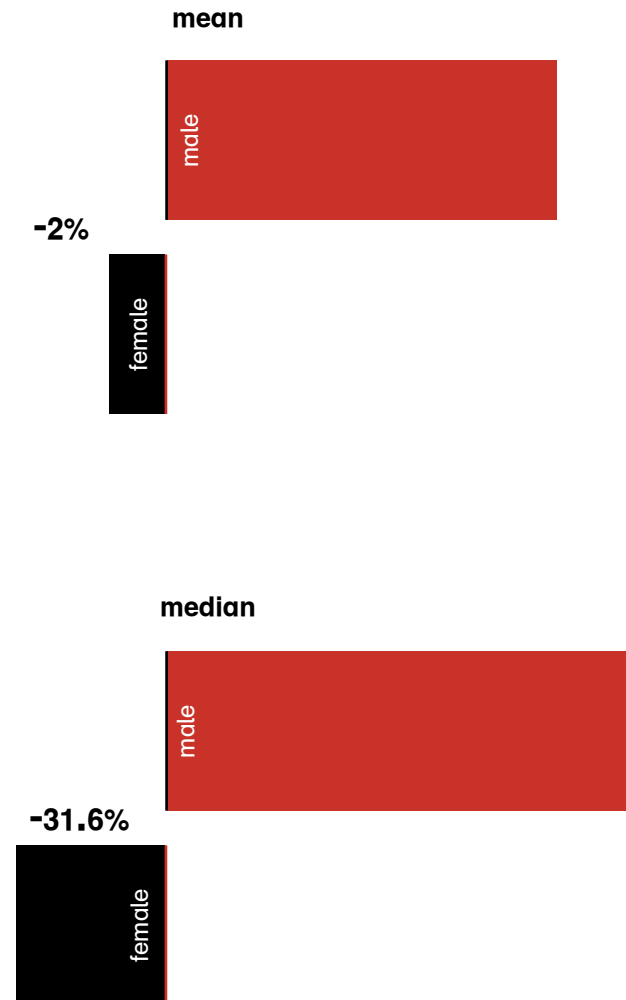
bonus pay gap

gender bonus gap calculations include all relevant employees, employed on the snapshot date, wagamama's mean bonus pay gap is -2%

this represents total bonus payments received in the 12 months before the april pay period wagamama's median bonus pay gap is -31.6%

this represents total bonus payments received in the 12 months before the april pay period the mean and median gap is in favour of women which reflects (similarly to 2021) the reduction in bonus payments made to non-restaurant functions

historically pre 2020 attracted a comparable figure to restaurant bonus payments, though due to a higher proportion of males in senior management positions which impacts the gap





how we dish up different

wagamama was the first of its kind in the uk dining space; shared benches, open kitchens + egalitarian with the spirit of kaizen (good change) running through. our principles + founding philosophy remains the same today. our teams are paid equally for the work they day regardless of their gender or any other protected characteristic. in order to reduce our gender pay gap we will continue to

continue the journey to increase our number of female chefs



in 2023 we'll go further with attracting women into back of house positions which attracts a higher rate of pay than front of house positions due to the niche skills involved. a dedicated female chef development programme will be launched in 2023 to develop + give women the skills and confidence they need to grow their careers in these positions. whilst back of house will remain a key focus, we will ensure that women are well represented in all leadership positions

supporting the women of wagamama



in 2022 we launched our women of wagamama group, **waga women**, supported by male allies. the group is a network of women from restaurants and noodle hq who work together to recommend positive action, improve the talent pipeline and advance women into leadership positions, whilst being a safe place to express themselves and learn from one another

promoting family friendly policies



we are committed to having the best family friendly policies we can and will therefore be increasing our maternity + adoption leave provisions in 2023 to 6 months full pay whilst continuing to offer flexible + part time opportunities for those who want them

