



gender pay gap 2024

wagamama





introduction

our purpose is **‘to inspire positive living through positive eating’** and we live by our mantra **‘come as you are, eat how you want, leave feeling nourished’** for our guests but also for our teams. we want everyone, from all walks of life, to feel they can bring their whole self to work and be at their best every day, walking away feeling nourished from their time with wagamama

inclusion has always been part of our dna. we strive every day in small ways, for wagamama, to be a truly inclusive place for our teams + guests, where people feel represented and belong. this is not something we take lightly. it’s at the core of our strategic imperatives and our guiding light

in the spirit of kaizen (meaning good change + at the heart of what we do at wagamama), we are continually looking at what we can + should do, to improve gender equity, and representation at a senior level. in 2024 we recruited both a head of leadership + culture and head of people experience to make headways in this space

our gender pay gap report for 2024 reported in 2025, used a snapshot date of april 2024. we really believe in the power of reporting on gender pay gap. whether it be a legal requirement or not, for us we see it as an imperative to do everything we can to give women, including anyone who identifies differently from their legal gender status, equal opportunities + pay

as the people + culture director at wagamama, with a dedicated team and a strategic focus on inclusion, i genuinely feel optimistic about what the future holds for all our teams, whoever they are or choose to be. everyone is welcome here

vicky hall (she/her) | **people + culture director**





our gender pay gap results

on average, **male wagamama employees earn +0.7% more than females**, this equates to +£0.10 more per hour

this has remained the same from 0.7% in favour of men in 2023, but is still an improvement of -17.3% from 18.0% in favour of men in 2022

our median gender pay gap has **gone from 0.6% in favour of men to +1.3% in favour of men**, a deterioration of +0.7%, but an improvement of -11.3% from 13.0% in favour of men in 2022

on average, **the median paid male employee earns +2.2% more than the median paid women**, this equates to +£0.18 more per hour

this relative shift towards men has been driven by less female representation in the upper middle pay quartiles, and more female representation in the lower pay quartile

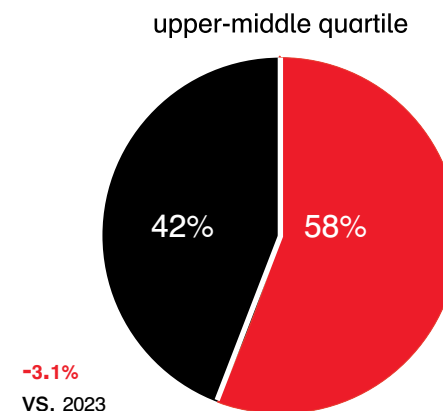
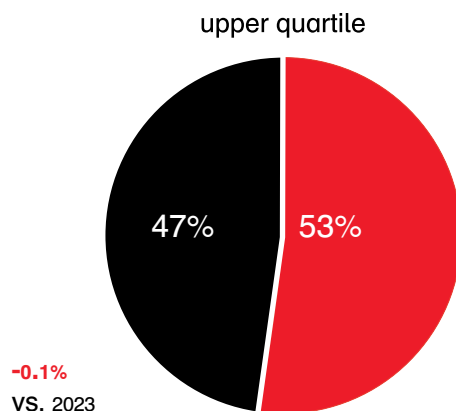
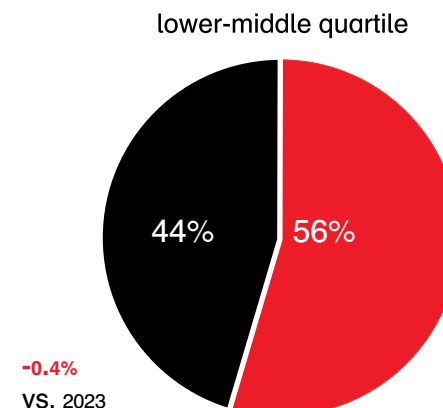
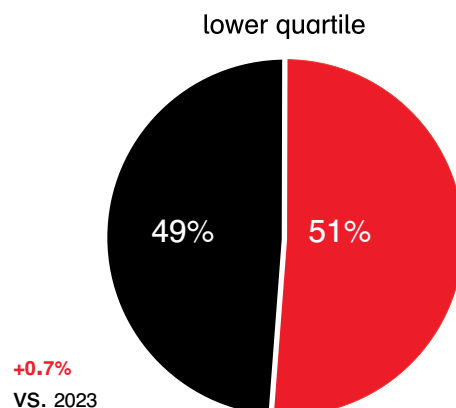
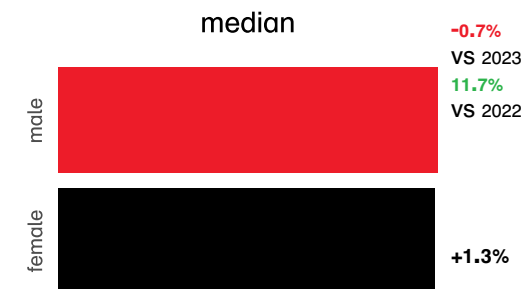
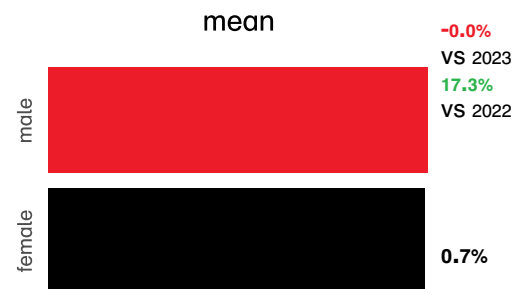
overall gender split – 46% female 54% male



male



female





bonus pay gap

gender bonus gap calculations include all relevant employees, employed on the snapshot date and represents total bonus payments received in the 12 months before the april pay period

our mean bonus pay gap is -5.0%, on average women at wagamama earn £123 more in bonus than the average male worker. when comparing to 2023, our mean bonus pay gap has decreased -1.9% less in favour of women, from -6.9% in favour of women

at wagamama, women earn **£1.16 for every £1 that men earn when comparing median bonus pay**. women's median bonus pay is 16.4% higher than men's, a +8.9% increase from 2023 median bonus of -7.5%, but a -15.2% reduction from 2022 pay gap of -31.6 in favour of women.

proportion of team who received bonus pay:

female 96.0% - an increase of +0.6% vs 2023

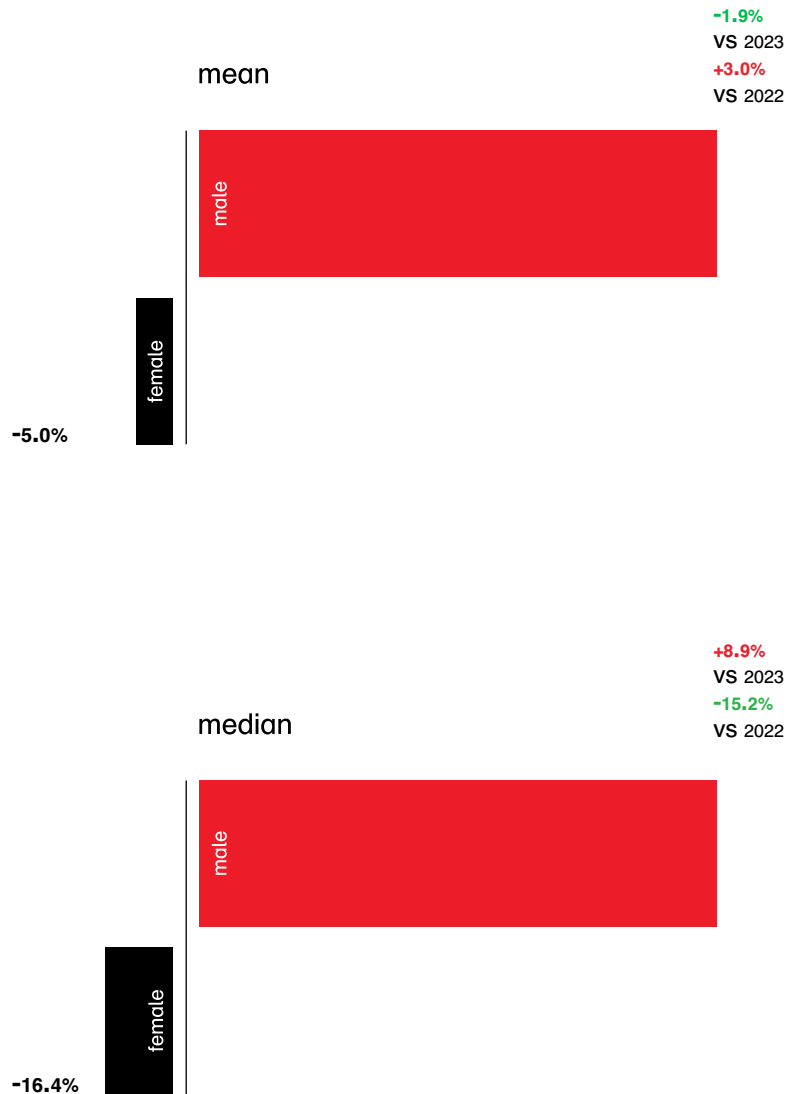
male 95.8% - an increase of +0.5% vs 2023



male



female





a continued commitment to female leadership representation

in 2024, we committed to ensuring we are giving female chefs the skills + confidence they need to grow their careers and ensuring that women are well represented across all leadership position |

- we increased our positive action to attract women into back of house position, increasing female representation by 13% in head chef, senior sous chef & sous chef positions
- we saw the most senior leadership roles within head office, those being exec level, director level and heads of, increase female representation by 46%
- recognising the impact leadership development can have on representation, in 2024 we introduced a dedicated leadership function with a lens on diversity + inclusion to ensure we are making positive strides in equity

in 2025, we commit to |

all of our leadership development programmes will be anchored in our leaders having a 'kaizen mindset'. this will mean our leaders will have the skills, behaviours + most importantly, mindset, to think differently + challenge the status quo when it comes to how we attract, select, develop and grow all our teams across wagamama





making opportunities accessible to all

in 2024 we wanted to dial up our focus on accessibility at wagamama, breaking down the barriers faced by our teams, including women, face day to day at work. we are immensely proud of our family friendly policies and we continue to review these to show our ongoing responsibility to our teams but we wanted to do more.

in 2024, we appointed our head of people experience, who's role is to look at the end to end people experience across wagamama. this role ensures that at all touchpoints across our team lifecycle, we support the needs of our diverse workforce including our female population + anyone who identifies differently from their legal gender status

in 2025, we commit to |

- making learning accessible to all through the launch + embedding of our new learning experience platform 'sodatsu'
- focusing on creating greater opportunities for diverse representation in our wokstars final (our internal back of house recognition scheme)
- promoting female head chefs in our external attraction campaigns to inspire more female chefs of the future to join us, recognising the importance role models play in equal representation





united in making a difference

to make a difference in equity, we recognise the power of coming together across the diversity, equality and inclusion space. in 2024 we continued our work with our inclusion allies. the purpose of this group is to make wagamama a place that is wholly inclusive, where there is zero tolerance to any form of discrimination. in our ambition to do this, our inclusion allies is a team of passionate people from across wagamama who help share knowledge, input to ideas and help steer some of our approaches both internally and externally

in 2025 we commit to |

- evolving our current inclusion allies group into a more impactful true inclusion community focused on education + development | systemic change | engagement, with each of these having a dedicated exec sponsor. this will create more meaningful change at wagamama in a streamlined way of working so that our leadership community have the right information + tools alongside brand-wide initiatives to make sure our team always feel part of a truly inclusive culture
- continuing our partnership with women in hospitality leisure and tourism (whitl) to guide how we can make more improvements in equity



