

POPEYES®

Gender Pay Gap Report 2023



Our approach to gender pay

Here at Popeyes UK, we're diverse by our very nature, it's down to our Louisiana heritage! Our core values are underpinned by inclusion and community and our approach to gender pay reflects this. We all know that the gender pay gap isn't about equal pay but about ensuring fairness, transparency and equality for all.



Pay Equity

We are dedicated to ensuring that all of our team, regardless of gender, receive equal pay for equal work. Our pay structures are reviewed regularly to identify disparities and ensure we are committed to maintaining competitive pay and benefits for everyone.



Accountability

We hold ourselves accountable for closing the gender pay gap within Popeyes UK. Our Leadership Team is actively involved in driving initiatives to promote gender equality and proactively supporting female career progression.



Continuous Improvement

We recognise that achieving gender pay parity is ongoing. As we grow, we are building further policies and adopting working practices that support a flexible and inclusive working environment providing equal opportunities for all.



Matt Hudson, People Director

Our calculations

The mean gender pay gap provides an average difference in earnings between men and women; the male hourly rate plus female hourly rate divided by the total number of people equals the mean percentage. The median gender pay gap represents the middle point of the earnings distribution: the middle earnings of male employees minus middle earnings of female employees divided by the middle earnings of male employees as a median percentage.

Mean Gender Pay Gap

Our mean gender pay gap is 5% meaning, on average, females earn 5% less than males

Median Gender Pay Gap

Our median gender pay gap is 12%

Mean Bonus Pay Gap

Our mean bonus gap is 31% in favour of women meaning, on average, women took home 31% more cash bonus than men

Median Bonus Pay Gap

Our median bonus pay gap is positive in favour of women at 79%

Summary

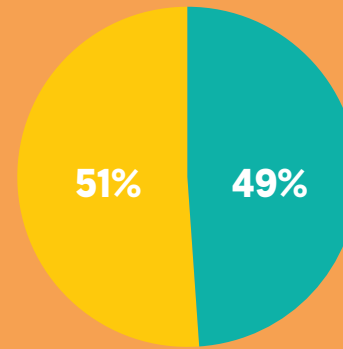
	Percentage
Mean gender pay gap in hourly pay	5%
Median gender pay gap in hourly pay	12%
Mean bonus gender pay gap	-31%
Median bonus gender pay gap	-79%

	Female	Male
% males & females receiving bonus payment	-1.5%	2.2%

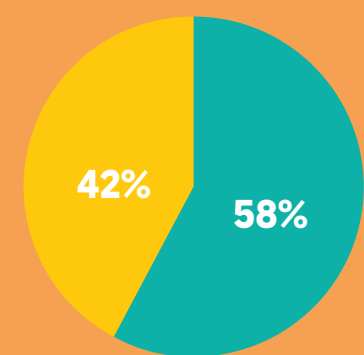
The snapshot date for the 2023 report was 5th April 2023. Our mean result has been driven by having more male than female General Managers and Assistant General Managers. These roles earn the most within our restaurant structure. Within HQ, there were more males than females in senior positions which again contributed to the pay gap.

Quartiles

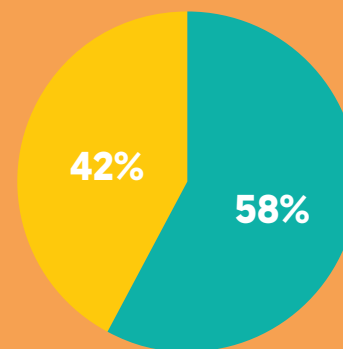
Lower Hourly Pay Quarter



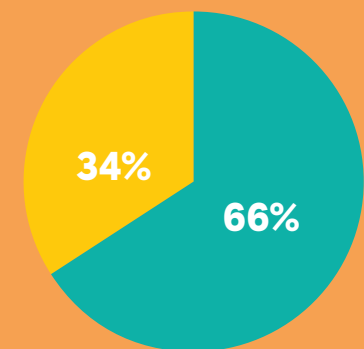
Lower Middle Hourly Pay Quarter



Upper Middle Hourly Pay Quarter



Upper Hourly Pay Quarter



Female Male

Our commitment

Our first ever results provide us with the insight to take positive action to improve and close our gender pay gap.

As we are committed to continuous improvement, we are taking the following actions to close the gender pay gap:

1

Diversity & Inclusion network group

This year we will set up a forum to help us shape our diversity & inclusion agenda which will include how we can better support women working in Popeyes UK

2

Attracting female talent

We'll adapt our approach to attracting female talent especially in senior roles across the entirety of Popeyes UK

3

Supporting female career progression

We will champion female career progression by supporting those wanting to develop and grow their careers at Popeyes UK through additional learning interventions

These actions form part of the overall Popeyes UK strategic plan and will be reviewed regularly. An update against these actions will be provided in our next report