



**Five Guys**

**Gender Pay Report April 2026**

(for data covering 2024 – 2025)

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# FIVE GUYS GENDER PAY REPORT

At Five Guys, our culture has been built on our five values: —Family, Integrity, Competitive, Enthusiasm and Get It Done. We are incredibly proud of our diverse teams, and we aim to treat everyone equally at work. We believe equal pay is an important component of our business.

We are proud of the work we have done over years and feel confident that we have lots of opportunities available for more women to progress and develop from crew into leadership roles. We look forward to reporting continued gains in this sector.

We can confirm the Gender Pay Data in this report is accurate and has been produced in accordance with the Gender Pay Gap Legislation.



John Eckbert ,CEO & Sarah Salzer, People Director

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# FIVE GUYS GENDER PAY REPORT

**Median Pay Gap** **1.1%**

**Mean Pay Gap** **4.3%**

**Median Bonus Gap** **16.9%**

**Mean Bonus Gap** **21.1%**

Quartile	Female	Male
Lower	46%	54%
Lower Middle	40%	60%
Upper Middle	38%	62%
Upper	35%	65%

**92.5% of women received a bonus**

**92.5% of men received a bonus**

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# THE DATA

The report reflects a snapshot of our Gender Pay Gap data as of 5th April 2025, in line with Gender Pay Gap legislation.

## **PAY GAP**

The mean gender pay gap increased slightly by 0.4%, while the median gap decreased by 2.2%. We will continue to evolve our diversity strategy to reduce this.

## **PROPORTION PER QUARTILE**

Female representation has remained broadly stable across all quartiles, with the most notable change being a 4% increase in the lower quartile compared to last year. We remain committed to improving gender balance across all quartiles.

## **BONUS**

There has been significant movement in bonus outcomes this year. Support office bonus payments were made in August 2025 rather than April, which impacted the figures. Bonus eligibility remained equal for both men and women, with 92.5% receiving a bonus. The mean bonus gap decreased by 10.8%, and the median bonus gap decreased by 0.5%. While there is still progress to be made, we are encouraged by this year's movement, noting that 2025 was an outlier year for support office bonus timing.

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# OUR FOCUSES AND PLANS

We know there's more to do to close the Gender Pay Gap, and we remain committed to pay equality and a diverse, inclusive workforce. Over the past year, we focused on:

- **Building our female leadership pipeline-** Our Women in Leadership Programme strengthened in 2025, offering clearer structure, greater visibility and stronger engagement to support female progression.
- **Increasing flexibility through better technology-** Our HR and Scheduling system became fully embedded, giving employees more control over their schedules — swapping, increasing or reducing hours with ease. Enhanced reporting also helped us better understand and support our people.
- **Strengthening diverse recruitment pathways-** We expanded outreach and partnerships, broadening our talent pipeline and attracting a more diverse range of candidates across the UK. In 2025 nearly 50% of support office joiners have been female.
- **Advancing our DEI strategy-** We continued to focus on inclusive leadership, recruitment, flexible working and transparent data to drive long-term progress and improve gender balance at every level.

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