

# Gender Pay Gap Report

## Reporting Year 2024-2025

Gusto Restaurants champions a culture of inclusion for all team members through our values, policies and practices. We believe that all team members should be recognised for their talents and expertise regardless of gender, ethnicity, race, sexuality or background.

Gusto Restaurants team members are in total 61% male and 39% female. We have a mean (average) hourly gender pay gap of 8.1% down from 11.6% in the previous year. We have a median (middle) hourly gender pay gap of 0% . All Gusto Restaurants team members are paid equally for their roles.

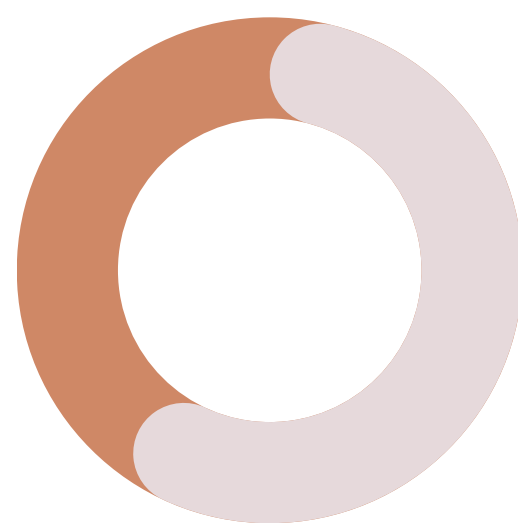
### Pay Quartiles



Male: 78%  
Female: 22%



Male: 60%  
Female: 40%



Male: 61%  
Female: 39%



Male: 53%  
Female: 47%

### Bonus

When comparing bonus data, 13% of males and 9% of females at Gusto Restaurants received a bonus. When comparing median bonus, females earn 50p for every £1 that men earn. When comparing mean bonus men earn 18.8% more than women. This is due to a small amount of large bonuses being paid out for hitting individual sales targets.

### Our Statement

Gusto Restaurants is committed to creating an open culture and driving equality through:

- Bi-annual Employee NPS surveys
- Regular reviews and improvements to family friendly policies
- Enhanced Maternity / Adoption and Paternity above the Statutory Minimum
- Flexible Working
- ‘Gusto Kids Eat Free’ - children of Gusto team members can eat for free anytime
- Monthly live Q&A sessions with senior leaders for all to attend
- Living through our core vision and values



Look for the good



Do the right thing



Make a difference



Share your knowledge  
and passion

# GUSTO

ITALIAN