

Gender Pay Gap Report

Reporting Year 2025 / 2026

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 63% male and 37% female. We have a mean (average) hourly gender pay gap of 6.1% down from 8.1% 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: 69%
Female: 31%



Male: 66%
Female: 34%



Male: 67%
Female: 33%



Male: 51%
Female: 49%

Bonus

When comparing bonus data, 16% of males and 22% of females at Gusto Restaurants received a bonus. When comparing mean bonus men earn 74.24% more than women. This is due to a small amount of large bonuses being paid out for hitting individual sales targets in a handful of bonus eligible restaurants. All Gusto restaurants team members are eligible for the same bonus scheme relevant to their job role.

Our Statement

- Gusto Restaurants is committed to creating an open culture and driving equality through:
- Bi-annual Employee NPS surveys
 - Enhanced Maternity / Adoption and Paternity above the Statutory Minimum
 - Continued Improvement of our Family Friendly Policies
 - 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