



wagamama

gender pay gap 2023



a team that reflects modern society

our purpose is to nourish us all from bowl to soul. ensuring wagamama is a truly inclusive place for our teams + guests, supporting gender equality and all the women of wagamama

whilst we have made progress in our gender pay gap, there is more to be done. we continue to work with our women of wagamama through the wagawomen network group. this group was founded in 2022 to drive positive action to support women in our restaurants, central production unit and noodle hq to develop + advance women into leadership positions, as well as being a safe sanctuary for women to express themselves and learn from one another

our gender pay gap report for 2023 reported in 2024, used a snapshot date of april 2023. whilst reporting on the gender pay gap is a legal requirement, we value and appreciate the incredible women who work across wagamama, including anyone who identifies differently from their legal gender status and fully support our non-binary team members and guests. we hope that with continued positive change, there will be better representation for everyone across wagamama + broader society

on a personal note, i am so proud to be able to represent the women of wagamama, as people + culture director, affording me the opportunity to influence + lead positive change at an exec level

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





our gender pay gap results

our mean gender pay gap for 2023 is 0.7%

this has improved by -17% from 18% in favour of men in 2022

this positive shift is driven by having a greater representation of women in senior leadership roles, including back of house positions and therefore higher representation in upper pay + upper middle quartiles pay groups increased since 2023, alongside a reduction in the % of females in lower + lower-middle pay quartiles

our continued focus to maintain a high proportion of females in management positions leading our restaurant operations, central manufacturing kitchen and noodle hq head office teams remains a key focus

our median gender pay gap has gone from 13% in favour of men to only 0.6% in favour of men, an improvement of -12%



male



female

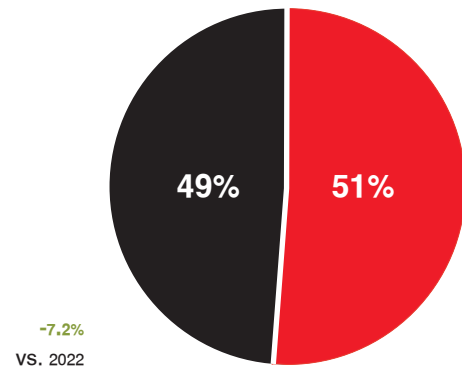
mean



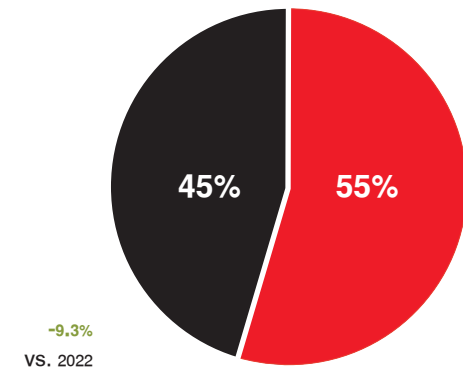
median



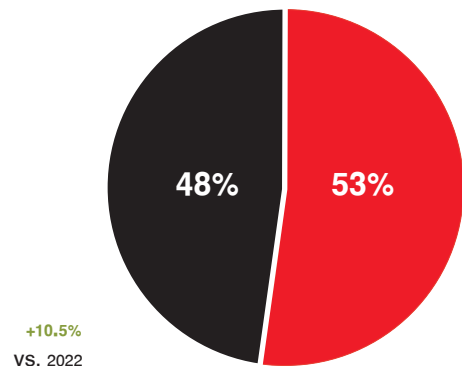
lower quartile



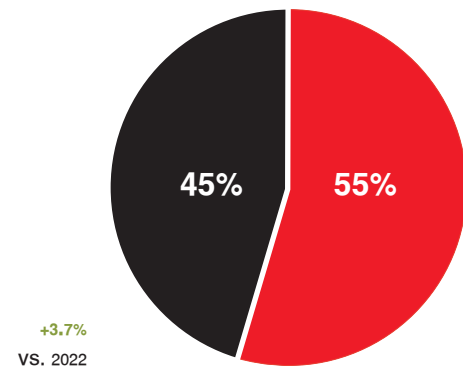
lower-middle quartile



upper quartile



upper-middle quartile





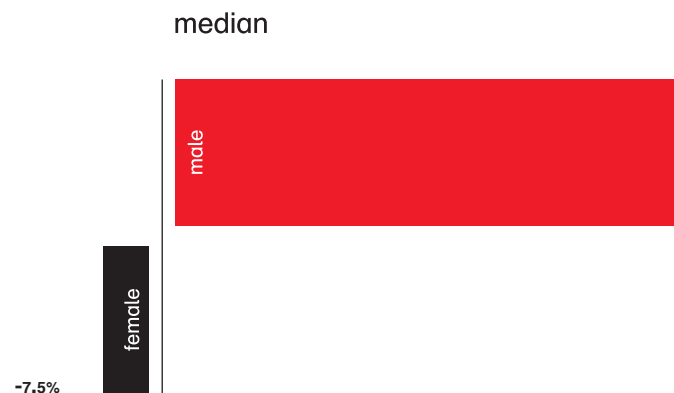
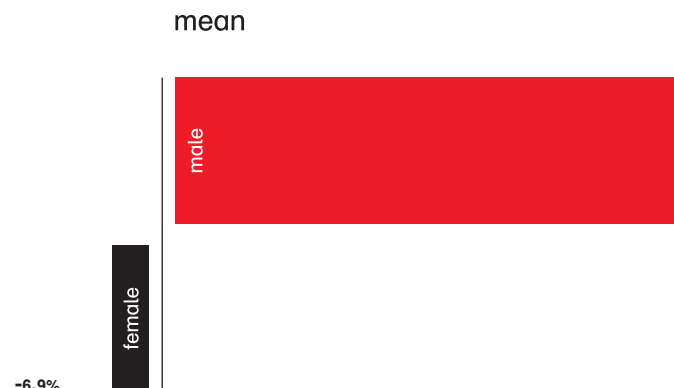
bonus pay gap

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 -6.9%. when comparing to 2022, our mean bonus pay gap has increased by +5% to favour women

at wagamama, women earn £1.08 for every £1 that men earn when comparing median bonus pay. women's median bonus pay is 7.5% higher than men's, a -24% difference to the 2022 median bonus of 31.6%

proportion of team who received bonus pay:
female 95.3% - an increase of 18% vs. 2022
male 95.4% - an increase of +16% vs. 2022





our commitments to positive change

the spirit of kaizen (meaning good change) is at the core of what we do at wagamama so we will continue to focus on what we can do to reduce our gender pay gap |



continue the journey to increase our number of female chefs

in 2023 we increased our positive action to attract women into back of house positions, increasing female representation by 3% in our two most senior back of house roles (head chef + senior sous)

after feedback from our teams, we have provided dedicated support to aid female chef development and in 2024 we will look to expand + enhance this further. this will ensure we are giving women the skills + confidence they need to grow their careers as female chefs. whilst back of house will remain a key focus, we will ensure that women are well represented across all leadership positions



promoting family friendly policies

in 2024 we remain committed to having the best family friendly policies. in 2023 we increased our maternity + adoption leave provisions to 6 months full pay whilst continuing to offer flexible + part time opportunities for those who want them, in addition to launching an enhanced paid time off for fertility treatment + support. we will continue to keep reviewing these policies to show our ongoing responsibility to our teams wellbeing and their work life harmony



inclusive leadership development

a key focus for 2024 is the development of our leaders, including an inclusive leadership programme. through this we will build a community of inclusive leaders who adapt + interact with the diversity around them, creating a place to work where people from all walks of life can thrive and grow



