

GOURMET BURGER  
KITCHEN (UK) GENDER  
PAY GAP REPORT  
2023/2024

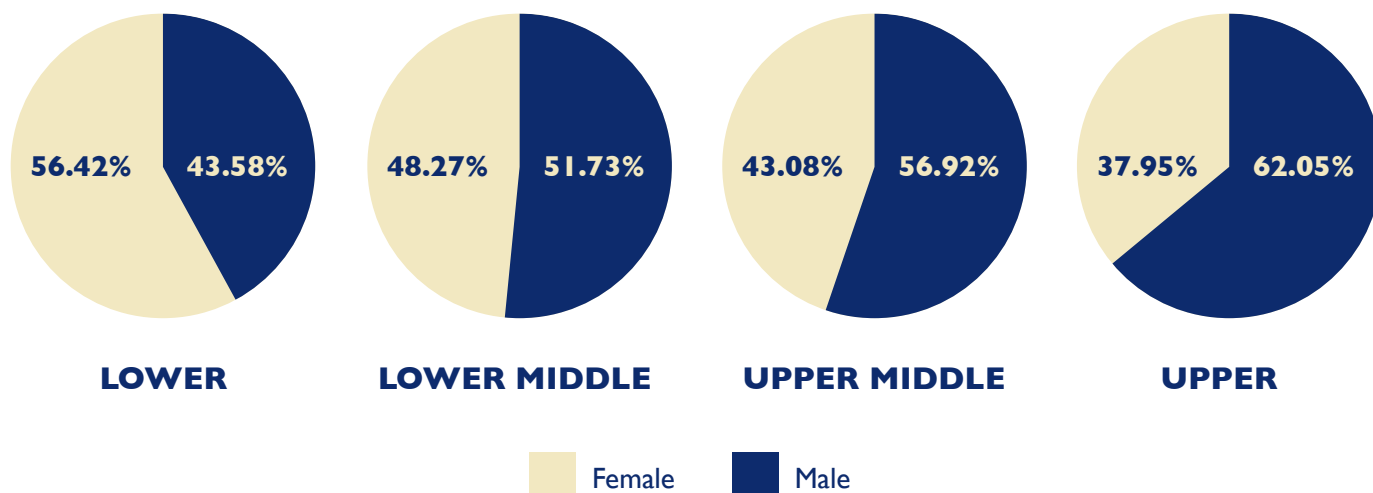
The gender pay gap is not the same thing as equal pay. Equal pay is about ensuring men and women performing the same or similar work are paid the same. By contrast, the gender pay gap is the statistical output of a calculation that involves grouping all employees performing all jobs together into one pool.

The UK government requires all employers with 250 or more employees to disclose their gender pay gap on an annual basis. The figures for **Gourmet Burger Kitchen (UK)** for 2023/2024 are set out below.

## PAY AND BONUS GAPS

	MEAN	MEDIAN
PAY GAP	6.11% Lower	0.01% Lower
BONUS GAP	12.97% Lower	29.13% Lower

## QUARTILES



## PERCENTAGE OF MEN AND WOMEN RECEIVING BONUSES

MEN	12.79%
WOMEN	11.49%

**SIGNED**  
**Satnam Leihal**  
 CEO