

GOURMET BURGER
KITCHEN (UK) GENDER
PAY GAP REPORT
2025/2026

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.

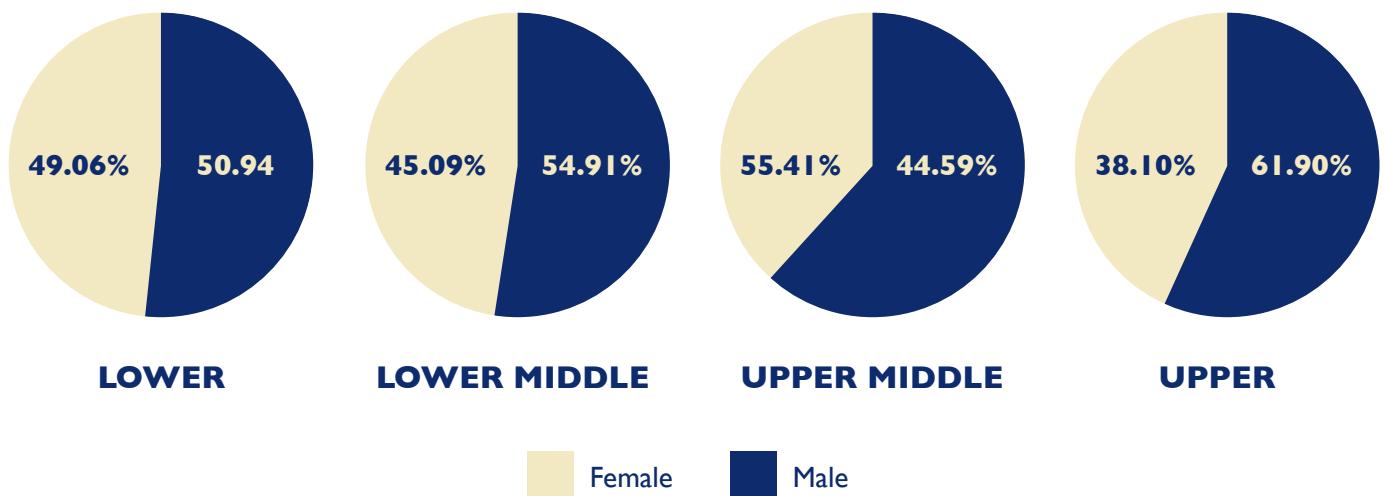
The UK government requires all employers with 250 or more employees to disclose their gender pay gap on an annual basis. The figures for **Gourmet Burger Kitchen (UK)** for 2024/2025 are set out below.

PAY AND BONUS GAPS

	MEAN	MEDIAN
PAY GAP	6.04%	1.41%
BONUS GAP	30.67%	82.56%

QUARTILES

In this organisation, women occupy **38.10% of the highest paid jobs** and **49.06% of the lowest paid jobs**.



PERCENTAGE OF MEN AND WOMEN RECEIVING BONUSES

MEN	2.59%
WOMEN	1.80%

SIGNED
Richard Pigott
Managing Director