



2025

# GENDER PAY GAP REPORT

DOMINO'S PIZZA UK & IRELAND



# DOMINO'S PIZZA UK & IRELAND GENDER PAY GAP 2025

Reporting our gender pay gap is a major part of our overall diversity, equity and inclusion agenda, and in ensuring the Domino's network of colleagues reflects the diverse communities and customers we serve.

**DOMINO'S VISION** is to be the favourite food delivery and collection brand, with pizza at our heart, and our purpose is to **DELIVER DELICIOUS THAT KEEPS YOU COMING BACK FOR MORE**. This purpose includes delivering a better future for our colleagues, who are vital to enabling us to achieve our strong growth ambitions and who help ensure that nobody delivers like Domino's.

We are passionate about delivering great food, great value and great service for our customers which we know is only possible with the commitment of a diverse set of colleagues and the commitment of our franchisees and their teams.

**TO UNDERSTAND DOMINO'S PIZZA UK & IRELAND GENDER PAY DATA**, it is important to recognise some of the unique qualities of our workforce. At the time of the data cut, Domino's Pizza UK & Ireland Limited employed 883 people across our supply chain centers and our support office. 826 colleagues are included in this report, with 57 colleagues excluded due to earnings not meeting the reporting criteria. Of the 826 reported, we have a gender split of 27% female, 73% male.

**WITHIN DOMINO'S PIZZA UK & IRELAND WE HAVE TWO DISTINCT GROUPS OF COLLEAGUES**. 53% of the reported population work in our supply chain centres, 11% of whom are females, a slight increase on last year.

The remaining 47% of our colleagues work within our support office functions, of which 44% are female colleagues.

Our gender diversity has changed slightly for our overall population; We do want to do more, and in our DE&I agenda we continue to focus on our goals to increase female diversity in leadership roles, the progress of which is reflected in our upper quartile results on page 4.

**THE CURRENT GENDER SPLIT** of Domino's Pizza UK & Ireland provides a mean gender pay gap of **-13.1%** in favour of women, which has decreased from last year mainly driven by the ratios of male/female in leadership roles.

Whilst the gender pay gap for Domino's Pizza UK & Ireland is in favour of females, we recognise there is still work required to address gender imbalances within the business.

**ALL OF OUR DOMINO'S STORES** are operated by franchisees who employ their own colleagues and report on their gender pay gap accordingly



**KIRSTY PITCHER**  
CHIEF PEOPLE  
OFFICER



**NICOLA FRAMPTON**  
CHIEF EXECUTIVE  
OFFICER

# UNDERSTANDING DOMINO'S PIZZA UK & IRELAND LIMITED'S GENDER **PAY** GAP

The **MEAN** and the **MEDIAN** gender pay gaps in Domino's Pizza UK & Ireland Limited are impacted by the mix of the workforce, both by the split between supply chain and support office and by level.

There are a large number of male colleagues in operational grade supply chain roles that impact the ratios.

**-13.1%**

**MEAN GENDER PAY GAP**

The **MEAN PAY GAP** is determined by comparing the difference between the actual average hourly rate for males, versus the actual average hourly rate for females. A negative figure indicates that the mean pay gap favours females.

**-28.0%**

**MEDIAN GENDER PAY GAP**

The **MEDIAN PAY GAP** is determined by comparing the difference between the middle point hourly rate for males, versus the middle pay point for females. A negative figure indicates that the median pay gap favours females.

# UNDERSTANDING THE GENDER BONUS GAP OF DOMINO'S PIZZA UK & IRELAND LIMITED

Our reward package provides all colleagues with the opportunity to benefit from a discretionary bonus scheme to share in the success when our business performs well.

## BONUS PAYMENTS OVER 12 MONTHS

93.2%

1.2%\*

% MALE colleagues  
receiving a bonus  
payment

92.8%

1.7%\*

% FEMALE colleagues  
receiving a bonus  
payment

\*Change from previous year

## BONUS – GENDER PAY DIFFERENCE

-29.7%

MEAN GENDER  
BONUS GAP

-100.8%

MEDIAN GENDER  
BONUS GAP

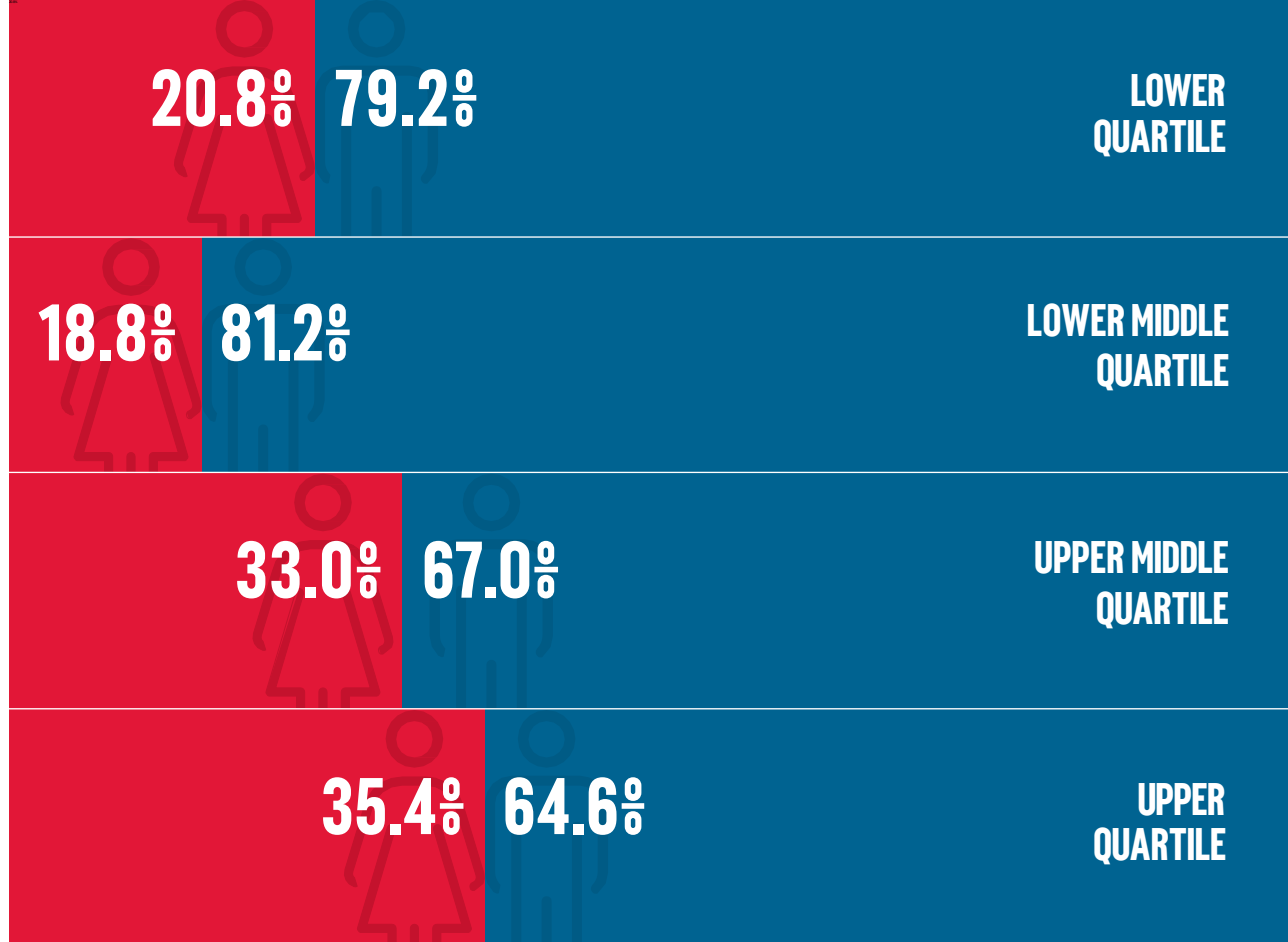
Our **MEAN BONUS GAP** and **MEDIAN BONUS GAP** have decreased in favour of women, in some part due to more women in leadership roles.

However, as with gender pay, the ratios are impacted by the difference in the number of male colleagues receiving a bonus (562) compared to women (207), due to our supply chain workforce being predominantly male.

# GENDER PAY GAP QUARTILES OF DOMINO'S PIZZA UK & IRELAND LIMITED



As required, we have split our relevant paid colleagues into four equal groups based on their average total hourly rate – lowest pay to highest pay – to show the gender distribution for each quartile.





**Domino's<sup>®</sup>**

**WE GOT THIS**



**Domino's**