



2024

GENDER PAY GAP REPORT

DOMINO'S PIZZA UK & IRELAND LIMITED AND SHEERMANS LTD



DOMINO'S PIZZA UK & IRELAND GENDER PAY GAP 2024

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 A BETTER FUTURE THROUGH FOOD PEOPLE LOVE**. 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 892 people across our supply chain centres and our support office. 812 colleagues are included in this report, with 80 colleagues excluded due to earnings not meeting the reporting criteria. Of the 812 reported, we have a gender split of 25% female, 75% male.

WITHIN DOMINO'S PIZZA UK & IRELAND WE HAVE TWO DISTINCT GROUPS OF COLLEAGUES. 54% of the reported population work in our supply chain centres, 10% of whom are females, a slight decrease on last year.

The remaining 46% of our colleagues work within our support office functions, of which 44% are female colleagues.

Our gender diversity has not changed for our overall population, however, it has reduced in terms of the percentage of female colleagues in the reporting population due to the aforementioned exclusions.

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 -14.4% in favour of women, which has increased 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.

THE MAJORITY OF DOMINO'S STORES are operated by franchisees who employ their own colleagues and report on their gender pay gap accordingly. At the time of compiling this report, we operated a number of corporate stores with colleagues employed under a separate entity, Sheermans Limited. Our gender pay gap report for the Sheermans Limited is included separately in this report.



**KIRSTY
PITCHER**
Chief People
Officer



**ANDREW
RENNIE**
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.

-14.4%

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.

-22.4%

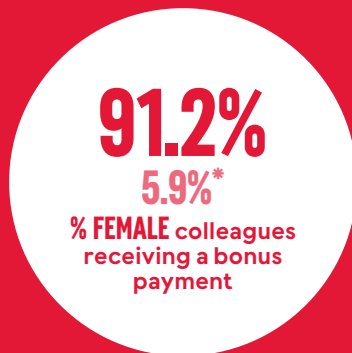
MEDIAN GENDER PAY GAP

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

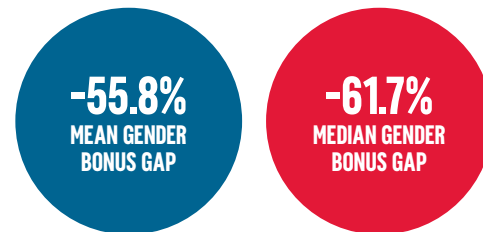
Our reward package provides all colleagues with the opportunity to benefit from a discretionary bonus scheme to share in the success when our business performs well.

BONUS PAYMENTS OVER 12 MONTHS



*Change from previous year

BONUS – GENDER PAY DIFFERENCE



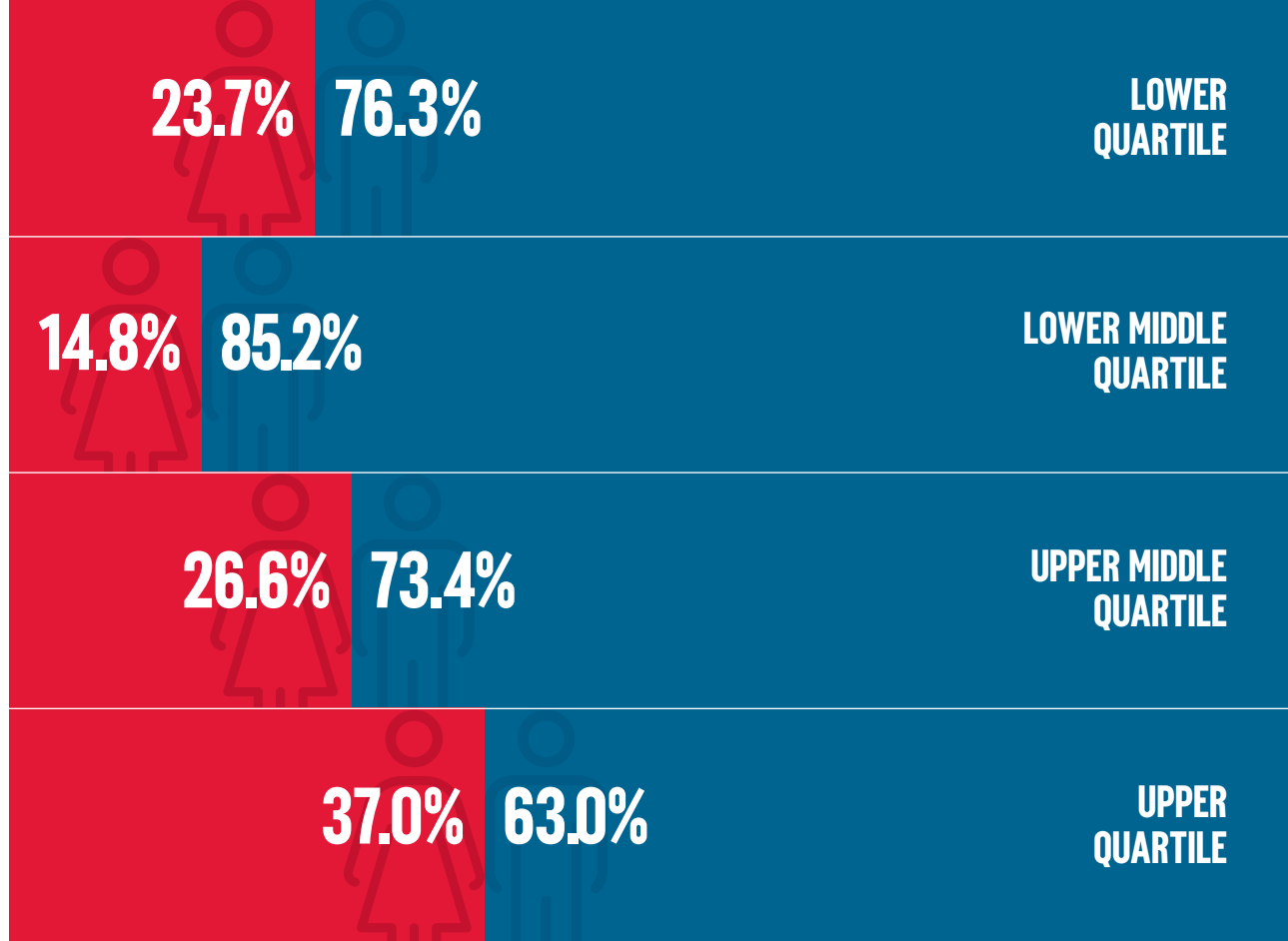
Our **MEAN BONUS GAP** and **MEDIAN BONUS GAP** have increased in favour of women, in some part due to more women in leadership roles.

However, as with gender pay, the ratios are impacted by the difference in the number of male colleagues receiving a bonus (613) compared to women (206), 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.





2024

GENDER PAY GAP REPORT

CORPORATE STORES (SHEERMANS LIMITED)

 **Domino's**
WE GOT THIS

INTRODUCTION

SHEERMANS LIMITED is the trading entity which until 2024 included 25 Domino's Pizza Group corporate stores and a small corporate support office team. During 2024, DPG made a strategic decision to sell its corporate stores which has since concluded.

At the time of the Gender Pay Gap Report 2024 snapshot date, Sheermans Limited still included 15 Domino's Pizza Group corporate stores and a small corporate support office team with a total headcount of 467 colleagues.

TO UNDERSTAND THIS REPORT, it is important to recognise some of the unique qualities of our workforce.

THE WORKFORCE GENDER SPLIT 74% male/26% female. 57.2% of the workforce are delivery drivers, of which 99% are male, which is in line with Quick Service Restaurant industry norms.

EXCLUDING DELIVERY DRIVERS, the gender split in all other roles is 41% male/59% female, unchanged since 2019.



UNDERSTANDING SHEERMANS LIMITED GENDER **PAY** GAP

The **MEDIAN** gap is driven by the fact that the majority of colleagues work in store roles which are paid set hourly rates; consisting of store crew, delivery drivers and assistant manager roles.

The **MEAN** gap is driven by the fact there is an increase in males in roles that are at the lower end of the pay scale and an increase in females in roles that sit at the top of the pay scale, compared to last year's snapshot data.

-8.0%

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.

-1.0%

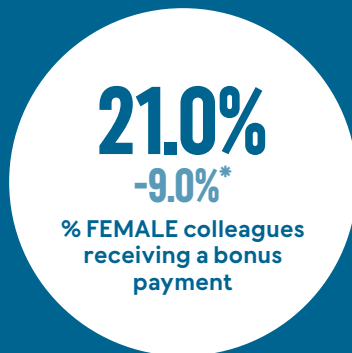
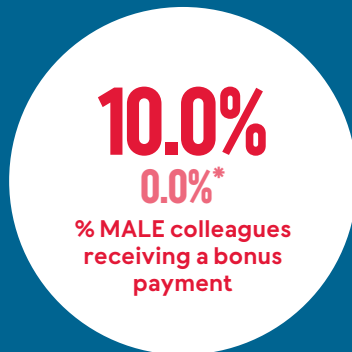
MEDIAN GENDER PAY GAP

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 SHEERMANS LIMITED'S GENDER BONUS GAP

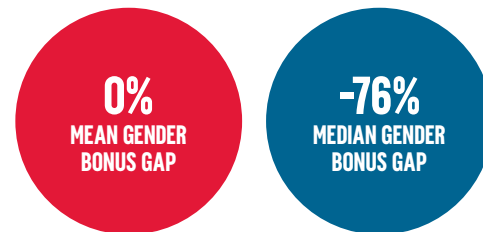
The **MEAN BONUS GAP** for 2024 shows a 0% gap, which is a great result. This is an increase from last year, which is due to fewer bonuses being paid this year, and of those receiving a bonus, 10% were male and 21% were female. The female bonuses this year were typically higher than in the previous year.

BONUS RECIPIENTS



*Change from previous year

GENDER BONUS GAP



The **MEDIAN BONUS GAP** is in favour of females, mainly due to fewer women receiving bonuses this year, so a smaller population to compare against the male population.

Bonuses are typically paid in support office and store management roles.

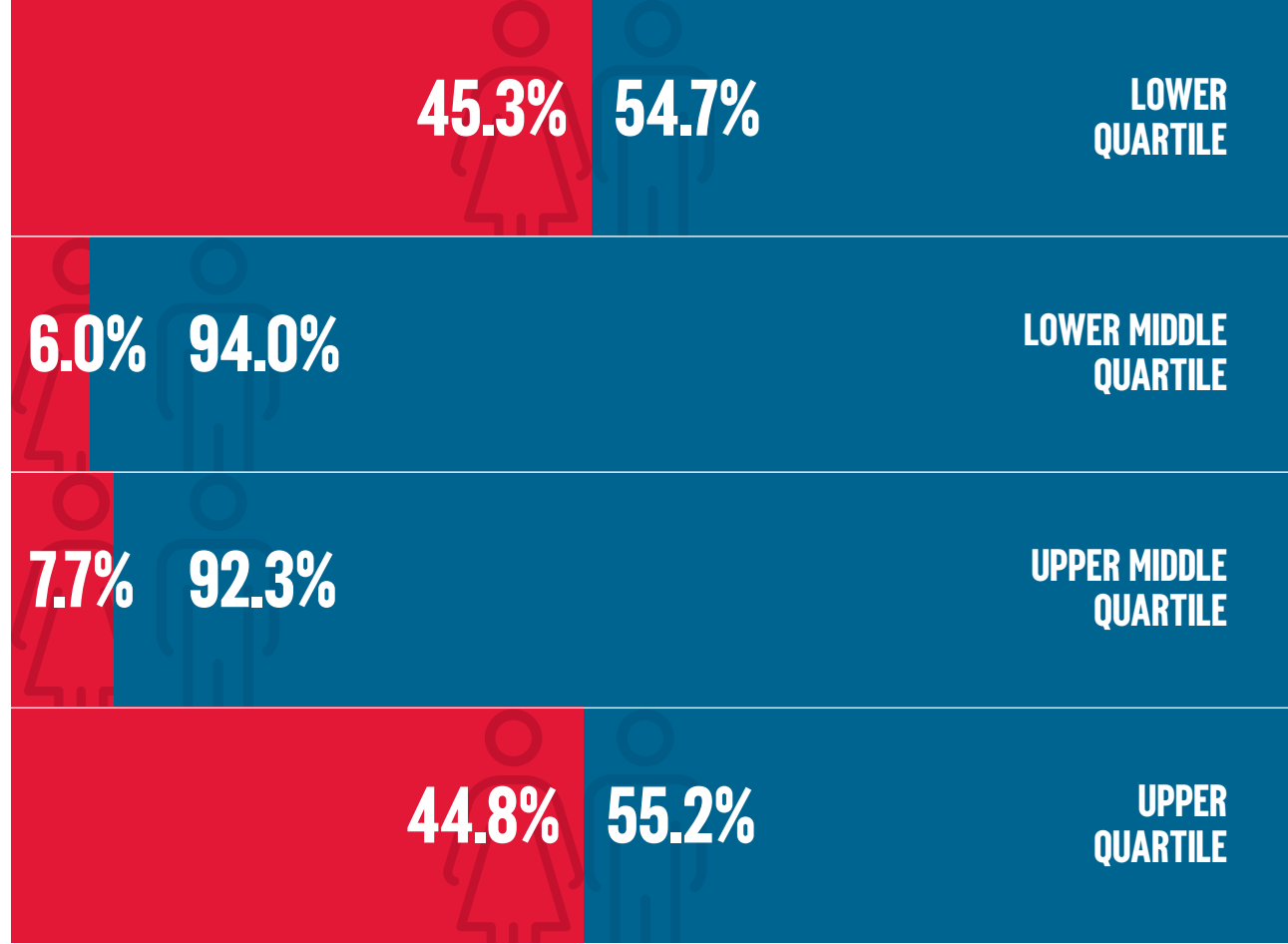
The Store Management Bonus Scheme uses quantitative and performance-related bonus measures, eliminating the possibility of gender bias in its application.

SHEERMANS LIMITED GENDER PAY GAP – QUARTILES



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.

The lower quartile consists largely of store crew and delivery drivers and they also make up most of the two middle quartiles. The upper quartile consists largely of the head office team and store management.





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