

2025
GENDER PAY GAP REPORT

DOMINO'S PIZZA LIMITED



Domino's
WE GOT THIS

DOMINO'S PIZZA LIMITED 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 LIMITED 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 Limited employed 56 people; 53 full-time permanent and 3 full-time temporary colleagues.

Our gender split is 7% female, 93% male, with 91% of the population working in our supply chain centres, 2% of whom are females.

The remaining 9% of our colleagues work within support office and field roles, of which 60% are female colleagues.



NICOLA FRAMPTON
INTERIM CHIEF
EXECUTIVE OFFICER



KIRSTY PITCHER
CHIEF
PEOPLE OFFICER



UNDERSTANDING DOMINO'S PIZZA LIMITED'S GENDER PAY GAP

The **MEAN** and the **MEDIAN** gender pay gaps in Domino's Pizza Limited are impacted by the high number of male colleagues in our workforce.

Of the 56 colleagues reported, 52 are male; 50 of whom work in our supply chain centre and 2 are in support or management roles.

Our female population is very low in comparison and of the 4 females reported, 2 individuals in senior roles which generally receive a higher rate of pay. This therefore impacts the overall average pay of the female population.

-88.56%

MEAN GENDER PAY GAP

-27.99%

OF WHICH ARE
TEMPORARY

-57.09%

MEDIAN GENDER PAY GAP

-27.99%

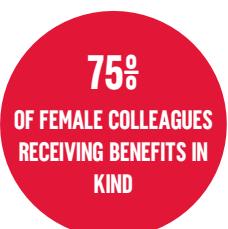
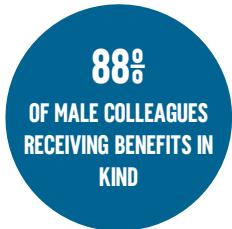
OF WHICH ARE
TEMPORARY

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.

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 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 as well as being offered various benefits in kind.



BONUS PAYMENTS OVER 12 MONTHS

82.69%

Of Male
colleagues
receiving a bonus
payment

50%

Of Female
colleagues
receiving a bonus
payment

BONUS – GENDER PAY DIFFERENCE

-138.07%

MEAN GENDER
BONUS GAP

-459.92%

MEDIAN GENDER
BONUS GAP

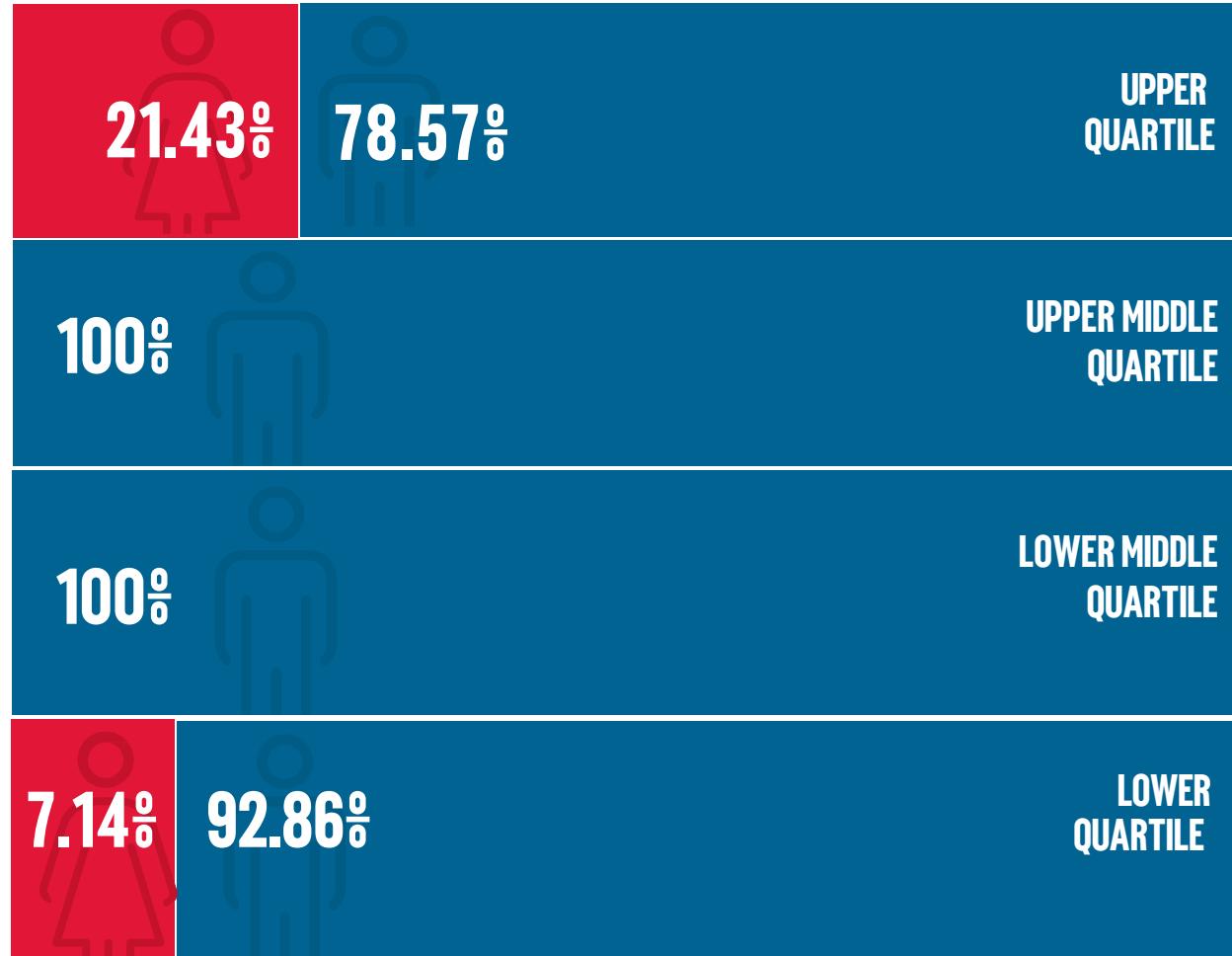
Our **MEAN BONUS GAP** and **MEDIAN BONUS GAP** is highly in favour of women. This is impacted by our predominantly male workforce.

Out of the 45 colleagues receiving a bonus, only 2 of those were female. As a result, this has produced a much higher average compared to our male colleagues, who mainly work in lower paid roles.

GENDER PAY GAP QUARTILES OF DOMINO'S PIZZA 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.





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