FRANCO MANCA
GENDER PAY GAP REPORT 2025

FRANCO MANCA
WELCOMES EVERYBODY

Franco Manca is about two things: pizza and people. We're proud to be sourdough pizza pioneers, and we know that this starts with our passionate teams.

At Franco Manca, we believe that everyone has the same opportunity to develop in their role, no matter what gender, age, background, belief or nationality. One of our 4 core values in the business is 'Welcome Everybody'

Our teams come from all over the world, with many of them looking to their colleagues as their surrogate family whilst they are away from home.

We are inspired by the love for Napoli, a city that has welcomed people from all over the Mediterranean for hundreds of years.

WHAT IS

GENDER PAY GAP REPORTING?

The gender pay gap is a measure of the difference in the average pay of men and women across the whole of our business, regardless of the work they do and the role they have. It is different to Equal pay, which is about men and women being paid the same when they do the same job.

For the report on gender pay we used data for all our teams (Restaurant and Office) who worked for us on the snapshot date of
5th April 2024.

For the bonus pay reporting, the data covers bonus paid from 6th April 2023 to 5th April 2024.

We would like to make note that not everyone identifies as their legal gender status. We embrace and support our non-binary team members and we hope that with continued positive change, there will be better representation for all groups.

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THE GENDER PAY GAP
AT FRANCO MANCA

Mean Gender Pay gap:

Our mean gender pay gap was worked out by comparing the average hourly pay rates of all male and female full pay relevant employees at Franco Manca.

Our Mean Pay Gap is 1.60%	We are pleased that this figure is lower than the UK average of 13.1 % (according to the office of National Statistics).

We have increased female representation across senior levels of the business which has had a positive impact and from April 2025 we have also incorporated our accounting team from a previous external provider which had nearly a 90% female presence expecting an even better result in the future

Median Gender Pay Gap:

If we had in one line all of our female full pay relevant employees and in another line all of our male full pay relevant employees and each line went from the lowest hourly pay rate to the highest hourly pay rate, **the median pay gap** is the difference in pay between the middle team member in the female line and the middle team member in the male line.

| Our Median Pay gap is 1.87%	This is considerably lower to the average in the UK which according to the Office for National Statistics (ONS), median hourly pay for full-time employees was 7.0% less for women than for men in April 2024, while median hourly pay for part-time employees was 3.0% higher for women than for men.

BONUS PAY

	Mean	Median
Bonus Pay	-94.20%	-992%

	Men	Women
% Receiving bonus pay	70.20%	29.80%

In our commitment to increase our bonus attainment, we have been working in reviewing all our bonus schemes and will now include also Assistant Managers with the aim to increase the female participation in bonus achievements.

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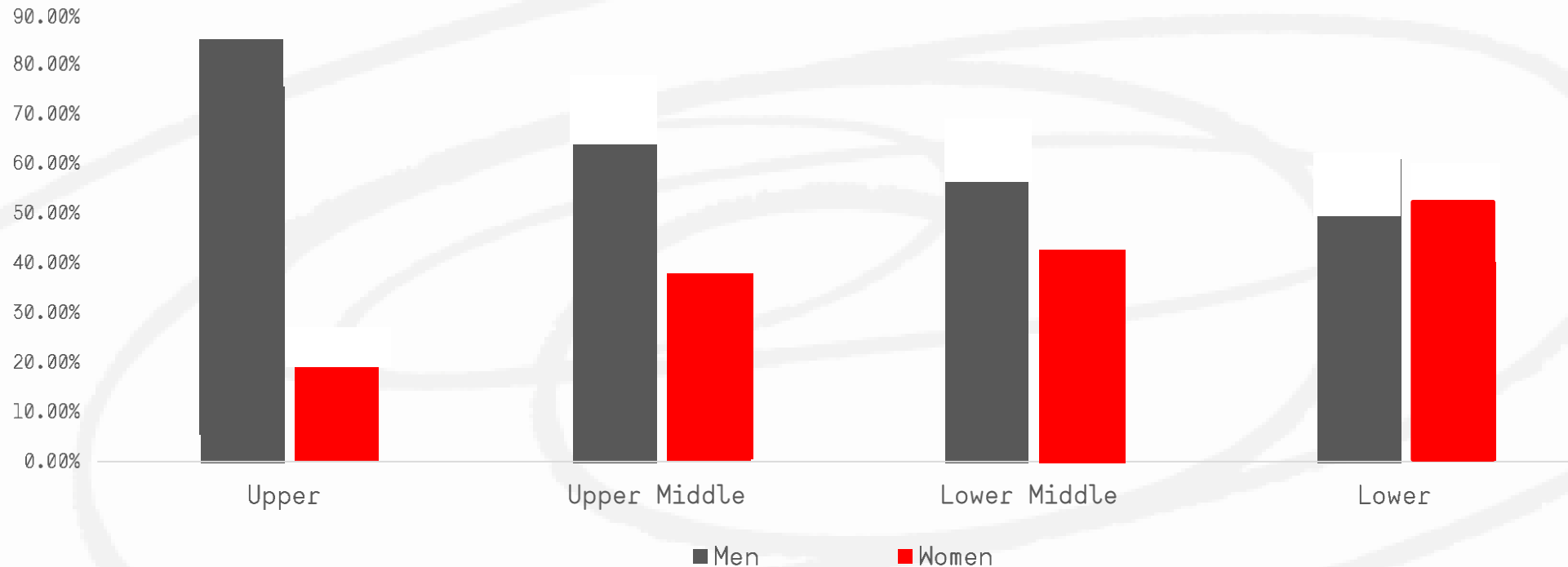
PAY QUARTILES

In the context of gender pay gaps, quartiles are used to divide employees into four groups based on their hourly pay, from highest to lowest. We then looked at the gender for each quartile.

We have increased female representation across senior levels of the business including 2 Directors and 1 Chief Marketing officer, reaching 49% of our central team and will continue to do so with the continuation of our internal mentorship which has a very high female presence and by promoting flexible working amongst our teams.

DECLARATION

I can confirm that the data reported is accurate
and was completed in April 2025

Marcel Khan
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