

# FRANCO MANCA

GENDER PAY GAP REPORT 2026

FRANCO MANCA  
SOURDOUGH PIZZA

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PIZZERIA  
GRITTEE BAR



# FRANCO MANCA

## WELCOMES EVERYBODY

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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.

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# WHAT IS GENDER PAY GAP REPORTING?

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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 5<sup>th</sup> April 2025.

For the bonus pay reporting, the data covers bonus paid from 6<sup>th</sup> April 2024 to 5<sup>th</sup> April 2025.

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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# HIGHLIGHTS

## GENDER PAY GAP 2026

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At Franco Manca, we believe in transparency, just like our open kitchens. We want you to know exactly how the flour settles when it comes to pay. We've been crunching the numbers, and while our sourdough is perfectly balanced, we're always working to make sure our "dough" is too!

- **EQUAL BITES:** For every £1 a man earns, a woman earns 98p. We're nearly at a perfect 1:1 ratio, and we're fired up to close that tiny gap!
- **BONUS SLICES:** Fairness is the main ingredient here! 50.0% of women and 50.0% of men received a bonus.
- **DOUGH RISING:** The median bonus pay for women was 882.7% higher than for men!



# THE GENDER PAY GAP

## HOURLY PAY

### 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.

### 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 Mean  
Pay Gap is

**0.00%**

Women's mean (average) hourly pay was 0.0% lower than men's. This is considerably lower to the average in the UK which according to the Office for National Statistics (ONS)

Our Median  
Pay gap is

**1.80%**

Women's median hourly pay was 1.8% lower than men's - this means they earned 98p for every £1 that men earn when comparing median hourly pay

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.



# BONUS PAY

	Mean	Median
Bonus Pay	102.67%	882.68%

Women's median bonus pay was 882.68% higher than men's - this means they earned £9.83 for every £1 that men earn when comparing median bonus pay.

Women's mean (average) bonus pay was 102.67% higher than men's

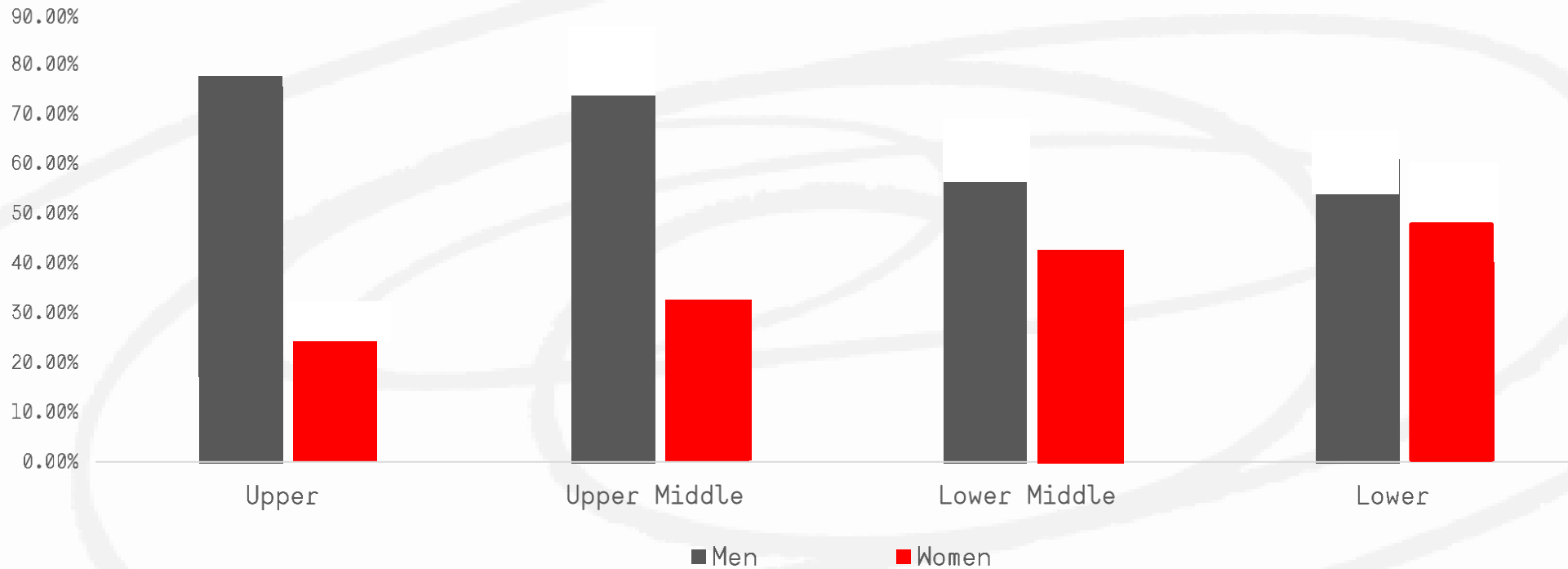
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	Men	Women
% Receiving bonus pay	50.00%	50.00%

In our commitment to increase our bonus attainment, we have been working in reviewing all our bonus schemes and have since last year included also Assistant Managers and Head Chefs with the aim to increase the female participation in bonus achievements.

This has given a 50/50 split of bonus pay-outs between men and women

# 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

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