

Pizza Hut Delivery (registered as Yum! III (UK) Ltd) Gender Pay Gap Reporting April 2020



WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap is the difference in average pay between men and women across an organisation, regardless of their role. Discrepancy in pay between men and women may be for a variety of reasons including the number of women and men in each role or the number of men and women across the business.

Gender Pay reporting applies to all UK companies with over 250 employees. It involves ranking employees by their average hourly pay and then splitting them into four equal quartiles – Lower, Lower Middle, Upper Middle and Upper.

ABOUT PIZZA HUT IN THE UK

Pizza Hut is the largest pizza company in the world with around 16,000 Huts across 106 countries, operating as a franchise model. In the UK, Pizza Hut is two separate businesses – the Restaurants business is operated by a franchise partner Pizza Hut Restaurants UK Limited, who have submitted Gender Pay Gap figures separately.

Pizza Hut Delivery (registered as Yum! III (UK) Ltd) which this document refers to, operates over 350 Huts, with around 57 franchise partners, of varying size.

Therefore, Pizza Hut Delivery is required to submit data from the Pizza Hut Delivery stores that are specifically company owned. Franchises with over 250 employees are required to submit their own data. Our data includes employees across four categories: Driver/Bike Rider, Team Member, Manager and Restaurant Support Centre (RSC) employees.

PIZZA HUT'S APPROACH TO EQUALITY

Pizza Hut is committed to fighting for an equal slice for everyone to unlock their potential. This includes building an inclusive culture among our employees, franchisees, and suppliers across gender, ethnicity, race, religion, age, sexual orientation and professional background to reflect the diversity of our customers.

Gender equality is incredibly important to our business and we are committed to ensuring that women and men are given equal opportunities to reflect their skills and performance when it comes to pay, recruitment, progression and development.

2020 RESULTS

We pay team members and drivers according to their age and job role and Restaurant General Managers (RGMs) are paid according to the size and performance of the store they are based in. RSC salaries are determined by bench marking roles against similar positions at comparable organisations. We follow a robust, calibrated annual pay review and bonus system which is business and individual performance based.





EXPLAINING THE GENDER PAY GAP

The Gender Pay Gap results are reflective of the difference in male / female representation across different store and head office populations.

The results for the Lower, Lower Middle and Upper Middle quartiles are reflective of store based employees, typically with a job role of Team Member or Driver.

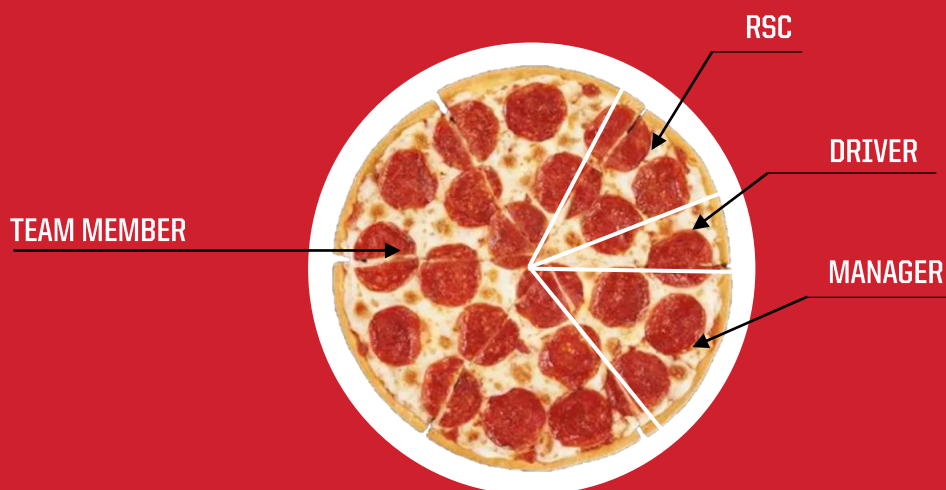
Females account for 28.3% of the lower three quartile population, however the majority of female employees operate as Team Members (58.8% of all Team Members) and not Delivery Drivers (4% of all Delivery Drivers.) As with previous years, Delivery Driver roles are available for female applications in line with Pizza Hut's approach to equality and fair recruitment practice, however these roles do not traditionally receive an equal amount of female and male applicants.

RGM and Shift Manager roles see 34.4% female representation compared to 27.3% across the Team Member and Delivery Driver positions.

RSC roles see 57.1% female representation reflecting Pizza Hut's focus on driving inclusion within the head office population and these roles typically see higher hourly rates of pay depending on the specialist nature of the work being completed.

Overall female representation is 29.2% of the total employee population.

JOB ROLE SPLIT ACROSS FEMALE POPULATION





BONUS IN 2020

The bonus gender pay difference in mean pay between female and male employees is 12.75%. This is further broken down in the tables detailed below.

EMPLOYEES WHO RECEIVED BONUS PAY

MALE	FEMALE
15.1%	17.7%

EMPLOYEES BONUS PAY AVERAGES

BONUS	MALE	FEMALE
MEAN	£2648.48	£2986.29
MEDIAN	£479	£2127

BONUS IN 2020

Different bonus schemes operate depending on employee job roles.

Females make up 29.2% of the total employee population and account for 57.1% of all RSC roles included, whilst only 4 % of all delivery roles. As a result bonuses across both mean and median measures is higher than the male employee population.

FUTURE FOCUS

We are pleased to be given the opportunity to disclose and review our gender pay gap results encouraged by the UK government.

Under our 'Equal Slice For Everyone' commitment to equality, we continue our focus on diversity and inclusion across our store and RSC populations whilst additionally seeking to support the communities in which we operate.

Our results encourage us to continue our focus on inclusion and diversity at RSC level whilst working on increasing female representation across three key areas - Delivery, Shift Manager and RGM roles.

Katie Mellor

Chief People Officer, Pizza Hut UK & Europe