

# WENDY'S UK



## GENDER PAY GAP REPORT

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### 2024

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# A Letter from Michael Clarke

When our founder Dave Thomas opened the first Wendy's® restaurant more than 55 years ago, he focused on serving the best food and creating great experiences for his customers. Today, we're taking Dave's approach to the next level. Wendy's promise – to serve fresh famous food, made right, for YOU – is guided by a customer first mindset and enduring commitment to provide the highest quality food with great service and hospitality.

Respect and fair treatment for our team members is also a central part of our business. At Wendy's Restaurants of UK Limited, we believe that pay is one component of our commitment to do the right thing for our employees. The Company has established competitive pay ranges for our positions and our employees are paid consistent with the applicable range. Of course, there are a variety of legitimate business factors that may impact compensation, such as geographic location, performance and experience, among others. The Company continuously monitors our pay programs and practices to ensure they are competitive and fair for all Company employees.

As a result of Wendy's continued growth in the UK, the Company has a legal obligation to publish a Gender Pay Gap Report annually. This report includes six calculations related to Gender Pay Gap, Gender Bonus Gap, the proportion of males and females who received bonus pay and salary quartiles – those calculations are set out below.

We can confirm the Gender Pay Gap reporting within this report is accurate and has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, reading "Michael Clarke". The signature is fluid and cursive, with a long horizontal stroke extending from the end of the name.

**Michael Clarke**  
Managing Director, Europe  
The Wendy's Company

## The Data

The ordinary pay gap calculations contained within this report are based on hourly rates of pay during the pay period which includes the snapshot date of 5 April 2024. Our mean pay gap increased slightly over the prior year, primarily driven by changes in our employee population as we continue to evolve and grow in the UK. We remain below the UK average median pay gap (according to the Office for National Statistics as of April 2024) and are committed to providing fair and competitive pay. We are proud that our median pay gap is 0%.

### Gender Pay Gap – Ordinary Pay:

**0.0%**  
Median Gender Pay Gap

**12.3%**  
Mean Gender Pay Gap

The bonus pay gap calculations contained within this report relate to the bonus period 6 April 2023 to 5 April 2024 inclusive. Along with the evolution of our employee population, our bonus proportion and gap figures reflect a change in incentive plan eligibility during the reporting year. Based on employee feedback and engagement survey results, a large portion of our employees moved from an individual cash bonus plan to a restaurant-level reward program which has been well-received. We will continue to focus on closing these gaps and providing valuable programs for our employees.

### Gender Bonus Gap:

**41.7%**  
Median Bonus Gap

**20.7%**  
Mean Bonus Gap

### Bonus Proportion:

**17.2%**  
of Women Received a Bonus

**23.3%**  
of Men Received a Bonus

### Pay Quartiles:

Quartile	Female	Male
Lower	53.3%	46.7%
Lower Middle	39.6%	60.4%
Upper Middle	41.3%	58.7%
Upper	30.8%	69.2%