


The background is a vibrant blue with abstract shapes in orange, black, and white. There are clusters of small circles, wavy lines, and stylized plant-like motifs scattered across the page.

Gender Pay

CAFFÈ NERO

Republic of Ireland
2024 Report



We continue to be extremely proud of our diverse teams working in our coffee houses and Head Office and Roastery for Caffé Nero, UK and Ireland. To support our work on driving equal opportunity for all at every level, we pay all our employees fairly, according to their job role and based on benchmarking against similar roles in comparable organisations across our industry.

We remain committed to reducing the gender pay gap in our organisation and will continue to monitor, review and seek further opportunity to improve. We believe that all individuals, regardless of gender, can build a successful career within any of our brands.

I am confident that the data and information reported are accurate as of the snapshot date of 28th June 2024

A n d r e a C o o p e r

Group HR Director

OUR RESULTS

2024 (%)

Gender pay gap as a mean average (%)	-7
Gender pay gap as a median average (%)	-1
Gender bonus pay gap as a mean average (%)	-172
Gender bonus pay gap as a median bonus (%)	-50
Proportion of males receiving bonus (%)	92
Proportion of females receiving bonus (%)	95

GENDER PAY GAP AS A MEAN AVERAGE

The difference in pay between our total wage spend per woman and our total wage spend per man.

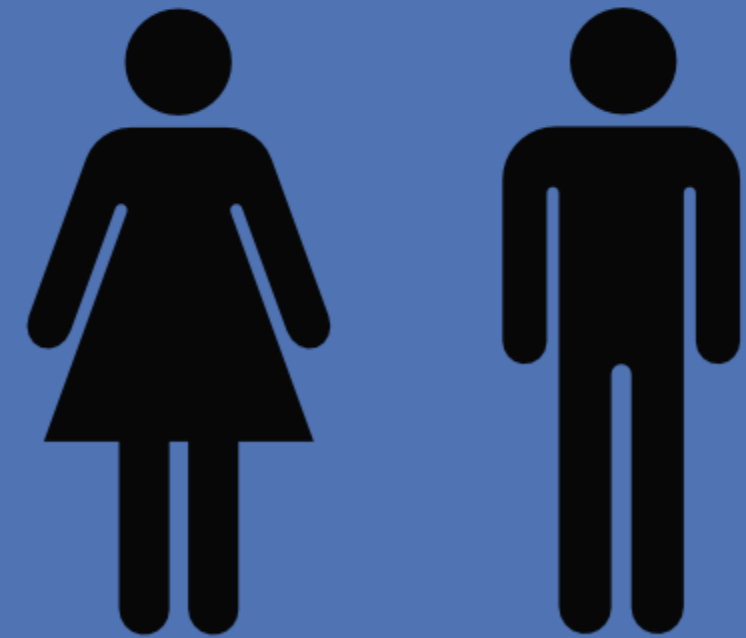
-7%



GENDER PAY GAP AS A MEDIAN AVERAGE

The difference in pay between the middle ranking woman and the middle ranking man.

-1%



GENDER BONUS PAY GAP AS A MEAN AVERAGE

The difference in bonus
between our total bonus
paid per woman and total
bonus paid per man

-172%



GENDER BONUS PAY GAP AS A MEDIAN AVERAGE

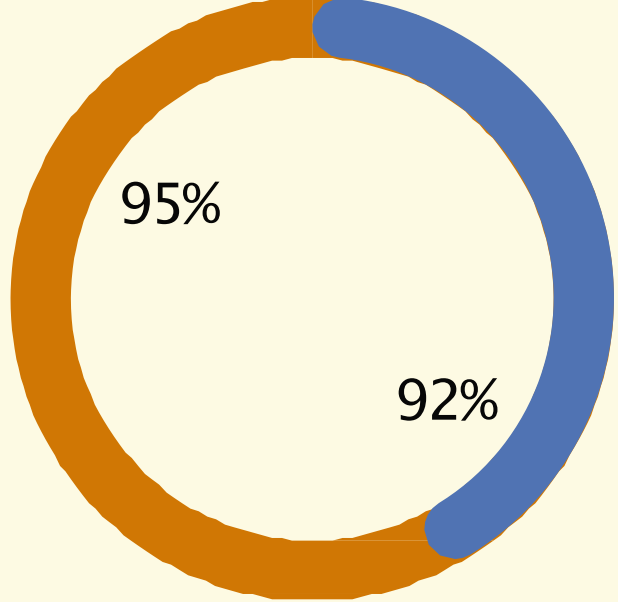
The difference in bonus pay between the middle ranking woman and the middle ranking man.

-50%



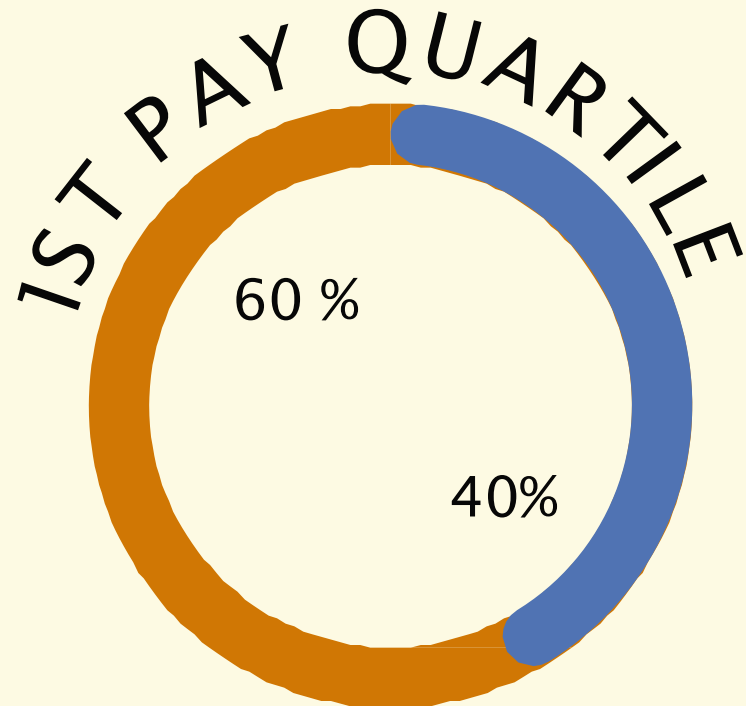
PROPORTION OF MALES & FEMALES BY PAY QUARTILE

(Lowest to Highest)

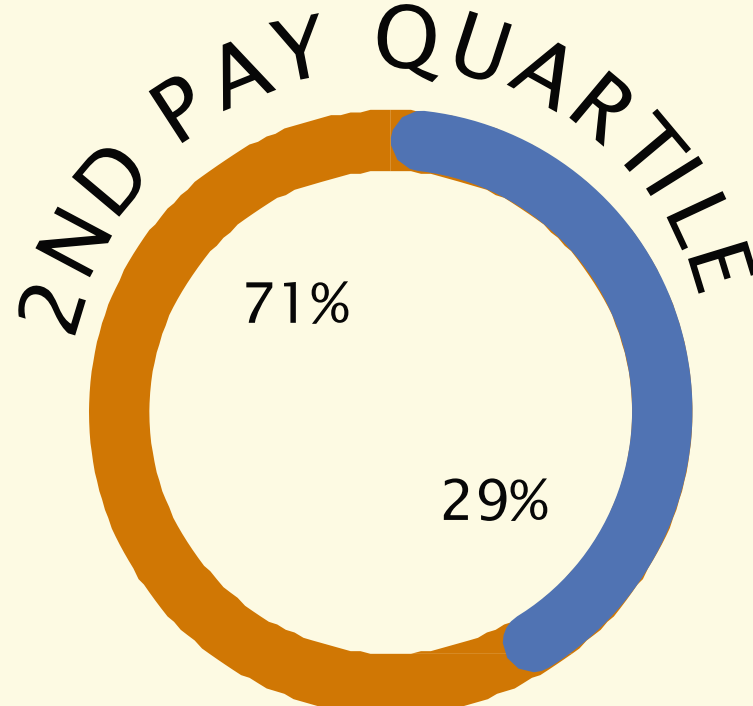


FEMALE MALE

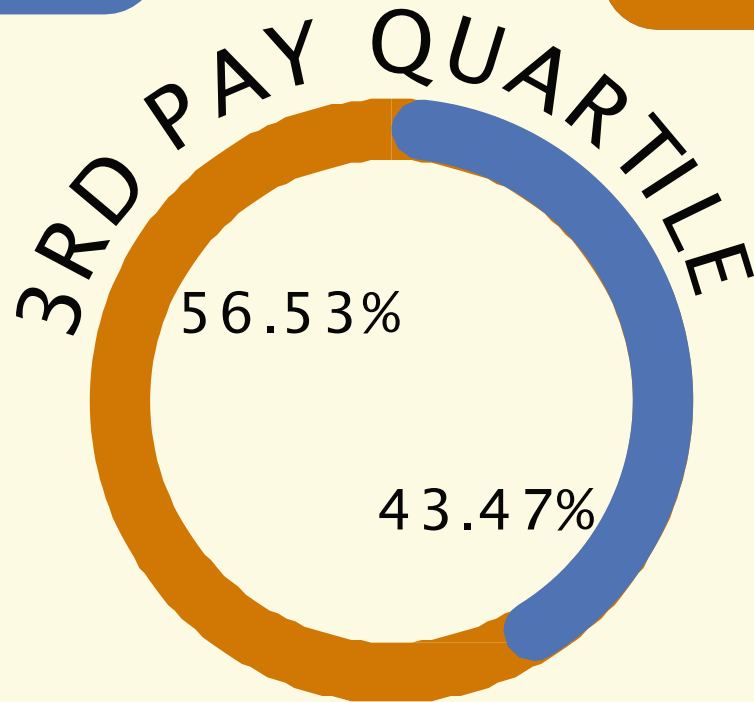
Proportion of Males and Females receiving bonus



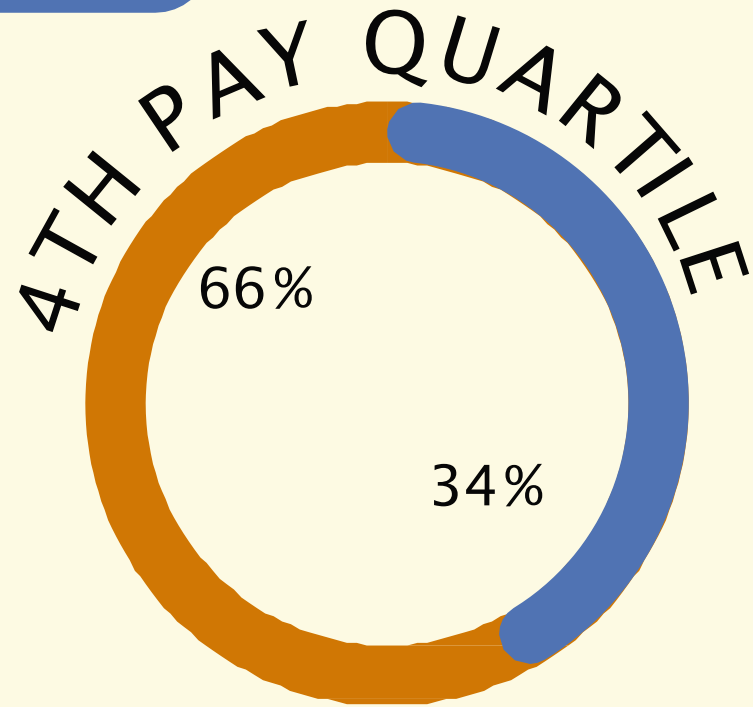
FEMALE MALE



FEMALE MALE



FEMALE MALE



FEMALE MALE



CAFFÈ
NERO

Thank you!