

Gender Pay



Republic of Ireland
2024/2025 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 27th June 2025

A n d r e a C o o p e r
Group HR Director

Our Workforce

Total Employees
170

Female

117

(69 %)



Male

53

(31 %)



OUR RESULTS

	2024 (%)	2025 (%)
Gender pay gap as a mean average (%)	-7	2
Gender pay gap as a median average (%)	-1	0
Gender bonus pay gap as a mean average (%)	-172	-75
Gender bonus pay gap as a median bonus (%)	-50	5
Proportion of males receiving bonus (%)	92	92
Proportion of females receiving bonus (%)	95	91

GENDER PAY GAP AS A MEAN AVERAGE 2025

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

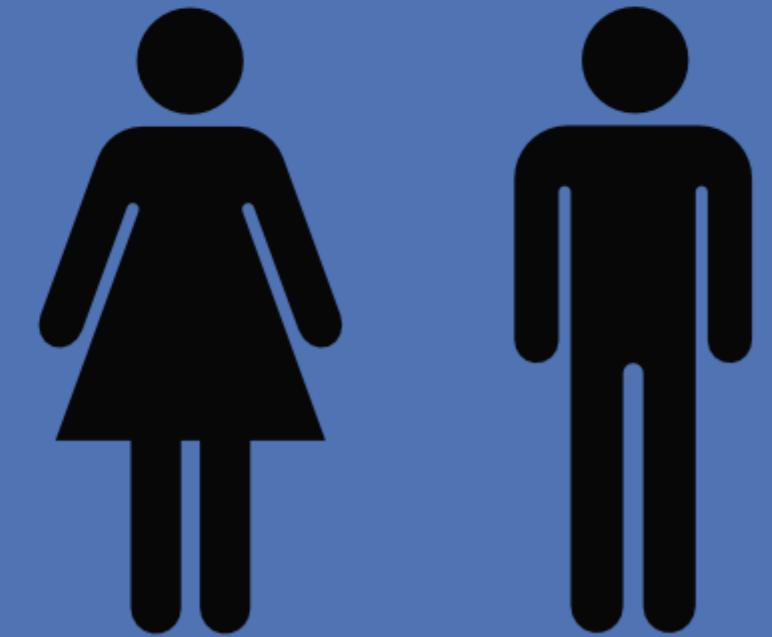
2%



GENDER PAY GAP AS A MEDIAN AVERAGE 2025

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

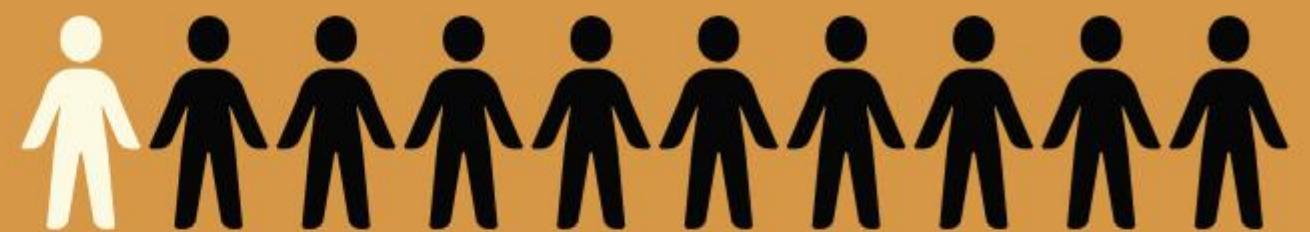
0%



GENDER BONUS PAY GAP AS A MEAN AVERAGE 2025

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

-75%



GENDER BONUS PAY GAP AS A MEDIAN AVERAGE 2025

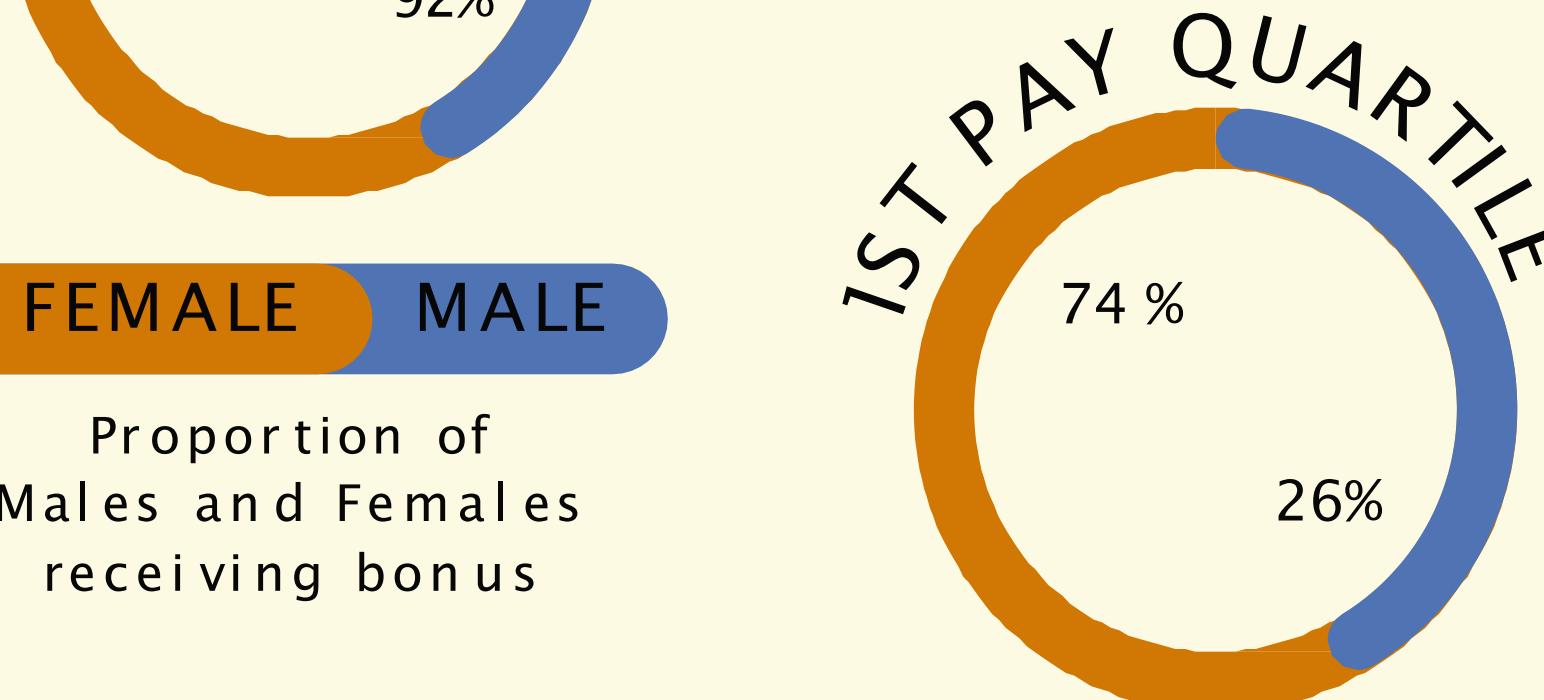
The difference in bonus pay
between the
middle ranking woman and
the middle ranking man.

5%



PROPORTION OF MALES & FEMALES BY PAY QUARTILE 2025

(Lowest to Highest)

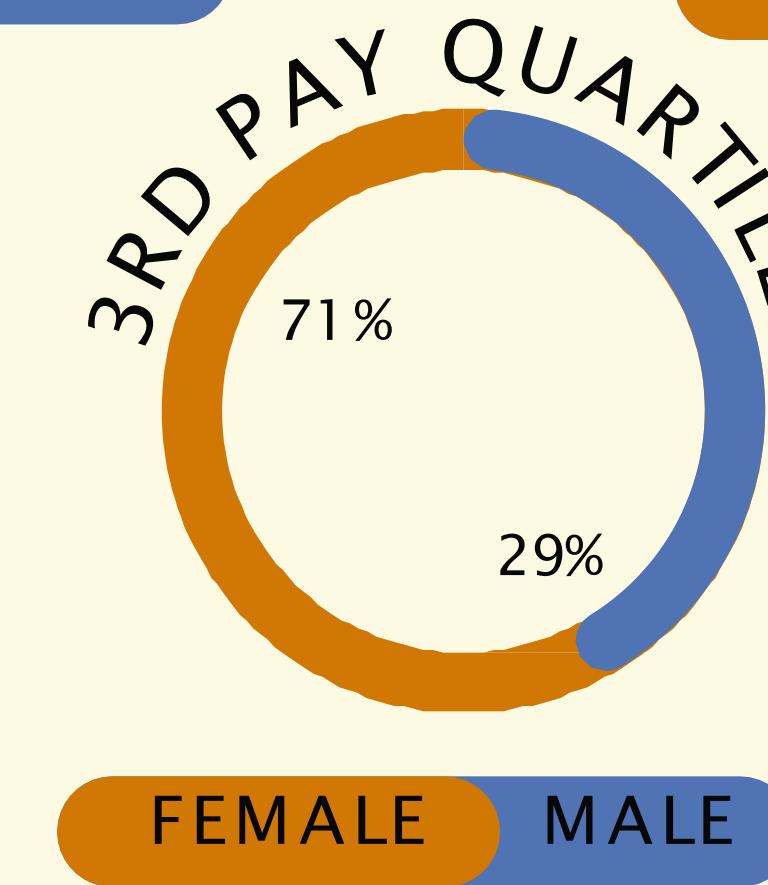


FEMALE MALE

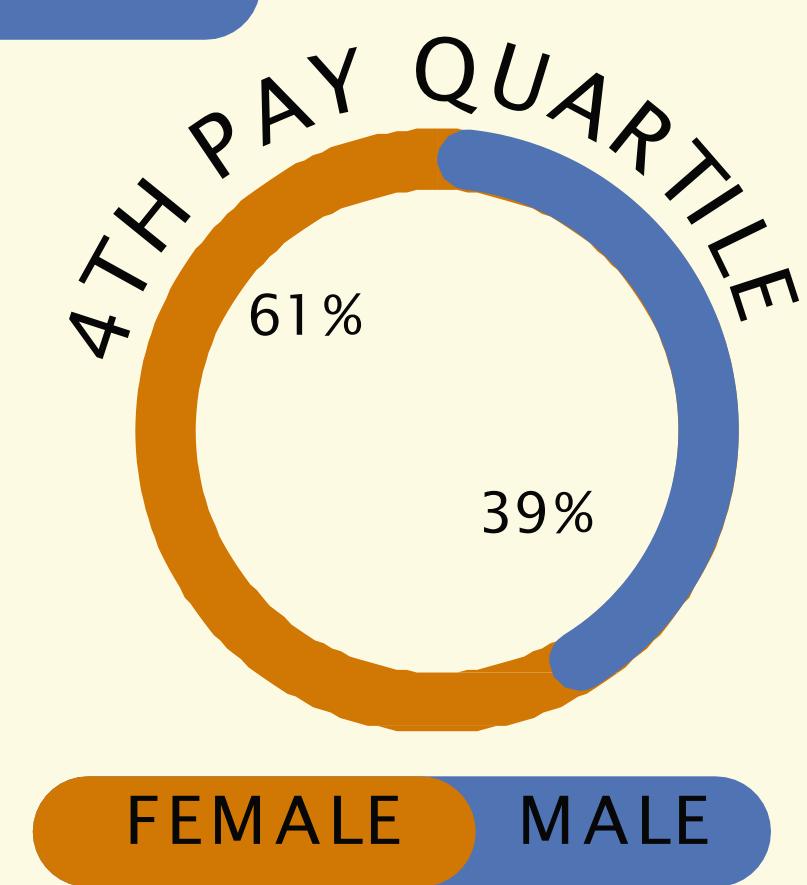
Proportion of
Males and Females
receiving bonus



FEMALE MALE



FEMALE MALE



FEMALE MALE



CAFFÈ
NERO

Thank you !