

# GENDER PAY GAP REPORT 2024



# KFC

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Kat York,  
Chief People Officer,  
KFC UKI

At KFC, we believe our people are our 12th ingredient - a special and integral part of our secret recipe. Everyone is welcome at our table and it's hugely important to me that *all* our team have the opportunity to thrive, develop and reach their potential, regardless of age, gender, ethnicity, sexual orientation, ability, belief or background.

Whilst this report focuses on gender, we are committed to enabling equity and removing barriers for *all*. Gender pay parity and creating a culture that supports and empowers women is part of that commitment and we welcome the opportunity to once again report on our gender pay gap progress.

In April 2024, our mean gender pay gap was -2.72%, this is a reduction of 3.6% since April 2023 and means that we now pay women equally to their male colleagues. We are immensely proud of this result and have achieved this a year in advance of our stated ambition to achieve parity by 2025. We also continue to report a 0% median pay gap, a position we have sustained since 2017. Additionally, we have maintained gender parity in our executive team for another year, with 60% of the team being female leaders.

We have achieved this parity by continuing to focus on increasing representation of women across the business, and particularly at Restaurant Management and Director levels. That is why we continue to invest heavily in development and acceleration programmes for women and improving our overall employee experience, as we work towards our ambition of building the world's most inclusive QSR brand, in partnership with Yum!

Equity, Inclusion and Belonging forms an integral part of our business strategy, alongside our employee led networks, we aim to create safe and brave spaces for conversation and learning and partner with them to make positive changes across the business.

We are continuing to run Inclusive Leadership training, and we are on track to achieve our ambition to reach all of our leaders by the end of 2025 and we're excited to continue to our partnership with WiHTL, a collaboration community devoted to increasing diversity and inclusion across the hospitality, travel and leisure industry, to not only accelerate progress against our own equity, inclusion and belonging ambitions but to contribute to meaningful change across the industry.

I'm so proud to be part of a team that genuinely celebrates and champions diversity, and where inclusion and belonging is so deeply rooted in our core values. This report highlights some of the incredible progress we are making in this space, and I'd like to say a huge thank you to all our team for their commitment and everyday actions that make it possible.



## GENDER PAY GAP EXPLAINED

- All companies with 250 or more employees are required to publish their gender pay gap under legislation that came into effect in 2017
- Employers are required to publish the gap in pay between men and women on both a median and a mean basis. Employers must also disclose the distribution of gender by pay quartile – four groups split and grouped by pay band indicating the proportion of men and women in each.
- Employers are required to publish the gender bonus gap between men and women calculated over a 12-month period. Employers must publish mean and median results.
- Employers are required to disclose percentages of staff receiving bonuses by gender
- Gender pay gap reporting is different from equal pay which is the right for men and women to be paid equally when doing the same or equivalent work. We are an equal pay employer and are fully compliant with this legal requirement.

## HOW DO WE CALCULATE GENDER PAY?

This is the difference between the hourly rate of men and women expressed as a percentage of the men’s hourly pay rate. It is reported on a mean (average) and median (mid point) basis

The mean is the average number, this is found when all the values are added together and then divided by the total

The median is the number in the middle, this is found when all the values are ordered from the lowest to the highest and the mid point is selected.



## HOW IS OUR WORKFORCE MADE UP?

As you might expect for a restaurant business, a significant majority of our people work in our restaurant teams (86.44%) the rest of our employees (13.56%) are based in our Restaurant Support Centre (RSC).



## HOW DO WE APPROACH GENDER PAY?

We are committed to building a thriving workplace that fully represents the guests we serve and the communities we operate in, where our people can bring their whole selves to work and are rewarded fairly for their contributions. We pay all our people for the roles that they do and the experience that they bring, not their gender. We continue to focus on having equal representation of male and female leaders at every level of our brand.



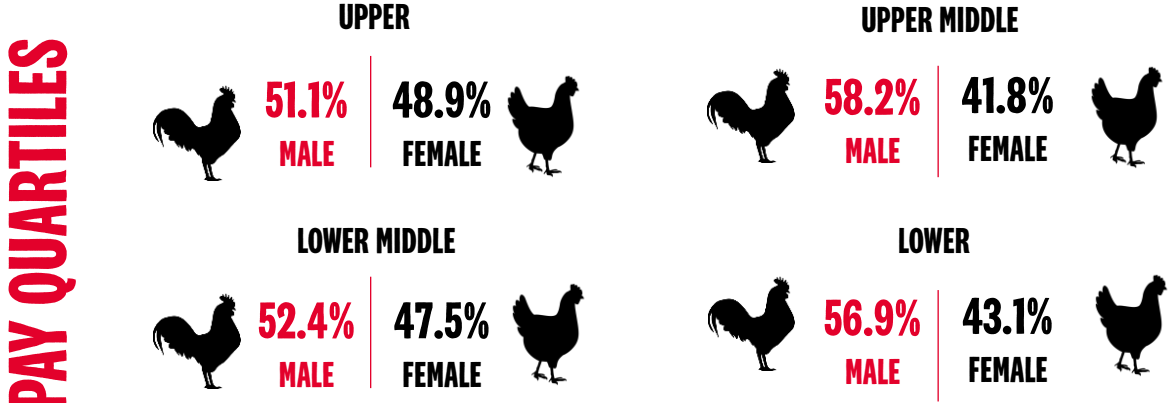
# 2024 GENDER PAY RESULTS

The below results are for KFC UK based on a snapshot date of 1<sup>st</sup> April 2024

2024 PAY GAP	GENDER PAY GAP	-2.72% MEAN	0% MEDIAN
	BONUS PAY GAP:	31.87 MEAN	28.61% MEDIAN
	BONUS RECEIVED:	31.10% MALE	37.48% FEMALE

## OUR PROGRESS

YEAR	2017	2018	2019	2020	2021	2022	2023	2024
GENDER PAY GAP MEAN	6.7%	8.5%	6.2%	4.1%	4.4%	2.6%	0.88%	-2.72%
GENDER PAY GAP MEDIAN	0%	0%	0%	0%	0%	0%	0%	0%
GENDER BONUS GAP MEAN	37.6%	43.7%	43.5%	39.6%	23.1%	36.4%	27.3%	31.8%
GENDER BONUS GAP MEDIAN	11.8%	12.5%	0%	0%	3.5%	5.5%	-30%	28.6
MALES RECEIVING A BONUS	53.1%	71.9%	60.5%	65.5%	89.6%	86.6%	56.3%	31.1%
FEMALES RECEIVING A BONUS	52.1%	71.6%	60.4%	67%	87.4%	87.5%	58.7%	37.4%



In 2024, our gender pay gap was -2.72 in favour of women, a reduction of 3.6% versus last year. We have a median pay gap of 0% which we have sustained since 2017. Both these figures are significantly below the latest's national average of 13.1% <sup>1</sup>. Our ambition was to reach gender parity to 2025, so we are delighted to achieved this a year ahead of schedule.

Our bonus pay gap is driven by a higher percentage of males in Restaurants, director and executive level roles, with these more senior roles attracting a higher and and variable pay elements. This data includes senior male executives who support other YUM! Brands globally but are payrolled through the UK, removing these from the data decreases the mean to 11.52% and the median to 25.62%.

On 29<sup>th</sup> April 2024, KFC UKI acquired Clokken UK – this data is from 1<sup>st</sup> April 2024 and therefore does not include these employees. They will be integrated into the 2025 gender pay gap report.

<sup>1</sup>. Office for National Statistics (ONS)



# TEAM KFC, FOR ALL

SUPPORTED BY A CLEAR EQUITY, INCLUSION AND BELONGING (EIB) STRATEGY WE ARE ON A MISSION TO BUILD THE UK'S MOST INCLUSIVE QUICK SERVICE RESTAURANT BRAND

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## Opening More Doors to Diverse Talent

We know that great teams are built on different perspectives and experiences. That's why we're working to make KFC a place where everyone has a fair shot. Our hiring managers get trained to reduce bias, we keep job descriptions gender-neutral and inclusive, and our DE&I statement is on every job post—to encourage applications from all backgrounds. We also partner with experts to broaden our talent pools and push for diverse candidate shortlists. And once you're here? We use EIB analytics to help ensure fairness in promotions and rewards.

## Supporting Future Leaders

We're committed to helping people grow in their careers. Our "Female Advantage" program supports high-potential women on their leadership journey, while Wolfpack, our employee-led network, continues to champion female empowerment and allyship. We know there's more to do, but we're taking real steps to create more opportunities for growth.

## Fostering a Culture of Belonging

Inclusion isn't a one-and-done effort—it's something we're always working on. Our Inclusive Leadership training is rolling out across the business, with the goal of reaching all restaurant managers and above-restaurant leaders by the first quarter of 2026. We also collaborate with seven employee networks, listening to real experiences and shaping policies that make a difference. There's always room to learn and improve, and we're committed to making KFC UKI a place where everyone can thrive.

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