

Gender Pay Gap Report ROI 2025

At Nando's, it's the people that make the chicken and we are committed to creating an inclusive and respectful culture for all; one where every individual is valued, respected and can flourish. We are now in our fourth year of reporting on our Gender Pay Gap figures in the Republic of Ireland (ROI). This data only contains those Nandocas on the ROI payroll of which there are 493 Nandocas (2.45% of our population).

Gender Pay Gap at Nando's Ireland

The Gender Pay Gap Information Act 2021 requires all companies in the ROI who have 250 employees or more to publish their Gender Pay Gap data. All Nandocas are included, even those on leave and the hourly pay calculation is based on all pay in the 12 months leading up to the snapshot date (5th June 2025).

Calculation	All staff	Part time staff	Temporary staff
Mean	-2.0%	0.2%	-1.6%
Median	-0.1%	0.0%	-1.3%

The Mean Pay Gap remains close to zero, but we have seen a small widening of the gap in favour of female Nandocas from -0.8% last year to -2.0%.

The Median Pay Gap has decreased this year from 0.7% to -0.1%. We are pleased with this decrease as we grow closer to a gap of almost 0%.

Pay Quartiles

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Female	45.5%	50.4%	50.4%	50.0%
Male	54.5%	49.6%	49.6%	50.0%

We are proud that our pay quartiles continue to show that females are equally represented in our upper quartile. We have also seen an increase in female representation in our upper middle quartile, which shows our continued commitment and ongoing work to increase representation of females in senior roles.

Benefit in Kind

Any benefits received which are not included in salary or wages (e.g. healthcare). Eligibility to participate is driven by level of role and Nandocas must opt into these benefits. We consistently see a slightly higher percentage take up of these benefits with our female Nandocas compared to our male.

% Receiving BIK	
MALE	FEMALE
2.4%	3.7%

Bonus Pay Gap

MEAN BONUS	-29.9%
MEDIAN	8.9%

% Receiving Bonus	
MALE	FEMALE
11.2%	13.2%

Bonus Pay calculations include anything that was paid out either as part of our Bonus scheme (which is dependent on restaurants but available to all salaried Nandocas) or our Partnership scheme (our Long-Term Incentive Scheme where eligibility to participate is driven by level of role).

This year our mean bonus pay gap is in favour of females. This is due to the fact we have more females in senior leadership roles and these roles attract higher salaries and bonuses. There is also a slight skew in that we have more senior female Nandocas based in our Central Support Office, who earn a bonus based on their annual salary. Bonus is dependent on the performance of the restaurant and therefore is subject to swing.


11.2% of males and 13.2% of females received a bonus across the workforce. This is due to only a small proportion of the population being eligible for bonus, with eligibility to participate driven by level of role.

We are proud of the work we have done so far and remain committed to do more. We continue to drive meaningful change through education and awareness; inclusive people practices and listening to our Nandocas. Our Everyone is Welcome philosophy is a high priority for us and one that is imperative to our success. Inspired by our heritage, we strive to create a respectful and inclusive culture that is reflective of the Nandoca teams in our restaurants (50/50 sex and 30/70 ethnicity).

REVIEWED AND APPROVED BY:



Claire Smith,
People Director-
Restaurants



Alan Snyman,
Regional Director

