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## Gender Pay Gap Statement 2021

### What is the Gender Pay Gap?

Joseph Holt have completed a Gender Pay Gap Report since 2017. It is important to look at what our staff are paid as the report examines the difference between the average earnings of all female and male employees, regardless of the job they do or how senior they are. We have done this for the whole organisation.

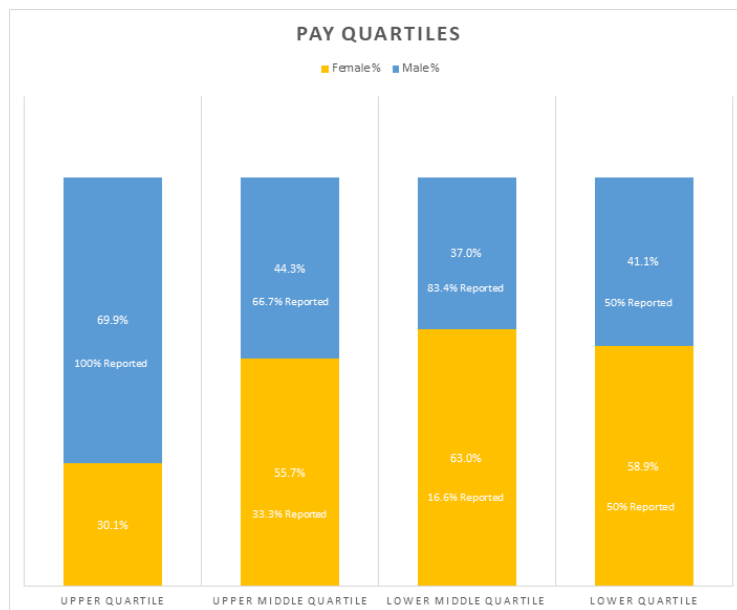
As part of the report, we look at the mean and median gender pay gap. The mean gender pay gap shows the difference in the average hourly rate of pay between males and females. The median shows the middle value for both men and women. If we lined up all the female employees, from the highest paid to the lowest paid, then the median gender pay gap is the rate in the middle. We then do the same with men and compare the two results.

Joseph Holt Ltd, like much of the Brewing and Pub sector in the UK had 99% of our staff on furlough on the 5<sup>th</sup> April 2020. Joseph Holt was greatly impacted by Covid-19 and on the snapshot day, had the vast majority of its employees furloughed under the Coronavirus Job Retention Scheme, (CJRS) This report will show the reported figures, i.e., those full pay relevant employees, working on the 5<sup>th</sup> April. This is less than 1% of the workforce and includes all of the Executive team and the Board. This report will also show the figures for the company, if we had not been on furlough. We have not reported these figures but we wanted to examine them and the trends we have from 2017.

Our mean gender pay gap on the snapshot day was 36.2%. As explained, this is because we had 22 people at work on the 5<sup>th</sup> April and the rest of the company was on furlough under the CJRS. These 22 people were key office staff, including the payroll team, maintenance who supported the closed pubs and brewery and the Executive Team. If the country had not been in lockdown on the snapshot day, our mean gender pay gap would have been 19.8%. This is above the UK National Average of 15.5%. (National Office of Statistics' Annual Survey of Hours and Earnings 2020) However, our mean gender pay gap has come down 2.1% from our figure in 2019.

Gender Pay Gap		
<u>Mean Gender Pay Gap</u>		
<u>Actual</u>		<u>Reported</u>
19.8%		36%

Like the rest of the industry, Joseph Holt employ a lot of women in our pubs, who enjoy the flexible nature of the work and often enjoy part time hours to suit their needs. These roles are the lower quartiles and therefore in 2020 we had nearly 60% and 63% respectively of women making up the Lower Quartile and Lower Middle Quartile, vs men of 40% and 37% in these categories. (These are not the reported figures, but the figures we would have had if furlough had not been in place.)



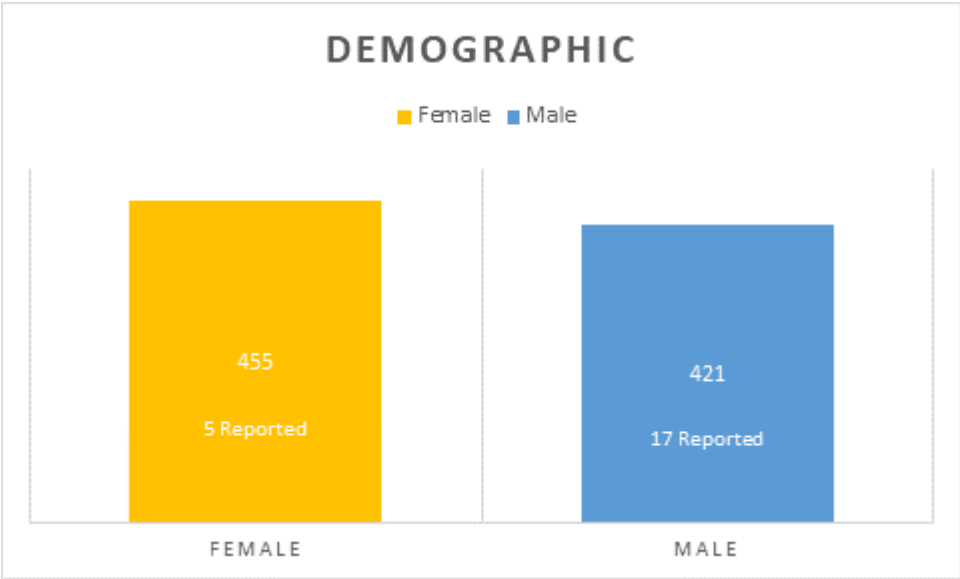
We are a people business and are nothing without great people. It is therefore our commitment and focus to drive equal opportunities and equal treatment for all employees, regardless of sex, age, race, religion or belief, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We believe in equal rewards, training, support and promoting from within, wherever possible. We truly believe that people are our greatest asset. It was vital that we supported all our employees during the pandemic and put particular focus on the wellbeing and mental health of all staff.

Joseph Holt believe in the progression and development of women and will actively encourage women to take every opportunity and progress to the top roles within the company. At the same time, we recognise that people are individuals with different needs and will support and encourage women and men in any way we can.

### Gender Pay Gap Results:

Joseph Holt has a good proportion and representation of women, at every level of its business. In 2020 we had more women working at the company then men. In the 4 quartiles, women are well represented in the Upper Middle Quartile, Lower Middle Quartile and Lower Quartile, between 50% and 60%. In the Upper Quartile, women make up 30.1% of this and this is up from the 2019 figure of 27.5%.

Our reported figures on the snapshot date were 22, this was made up of 5 female and 17 male and as a result of this our mean gender pay gap on the 5<sup>th</sup> April was the 36.2%. If 99% of the company had not been on furlough due to a national lockdown, we would have been reporting on 876 employees across the brewery, office and pubs. This is made up of 455 female and 421 male and would have meant our mean gender pay gap was 19.8%, this is down from 21.9% in 2019 and is the best figure we have reported in 4 years of completing the report.



Our reported median gender pay gap is 41.9% but this is due to very small number of employees who were actually working on the 5<sup>th</sup> April. We are pleased to say that, if we had not been using the furlough scheme then are median pay gap would have been 7.5%. This has come down every year, since we started reporting the Gender Pay Gap in 2017.

Gender Pay Gap		
Median Gender Pay Gap		
Actual		Reported
7.5%		41.9%

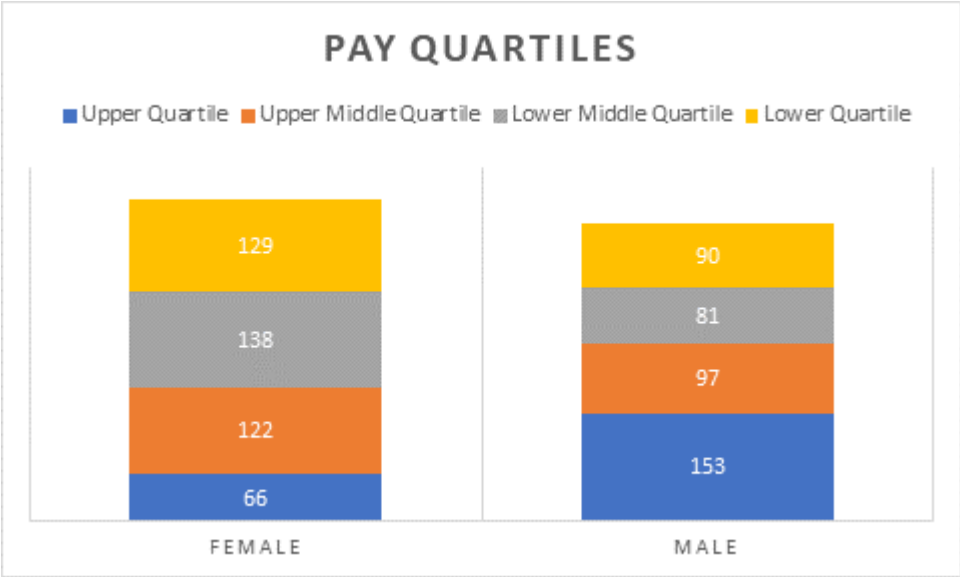
In 2020, 7.1% of men and 3.3% of women received a bonus. The mean bonus gender pay gap is 77.5% with the median bonus gender pay gap being 10.6%. We have more males working in senior positions in the company and this is reflected in our bonus gender pay gap.

Gender Pay Gap Summary	
<u>Mean Bonus Gender Pay Gap</u>	<u>Median Bonus Gender Pay Gap</u>
77.5%	10.6%

This is changing, and women are applying for and achieving more senior roles at Joseph Holt but this change does take time. We know that we have more women working in the pubs, and they often enjoy the part time and flexible element of bar work. It is changing and we are seeing some fantastic women taking on the roles of supervisors, team leaders, assistants, and general managers in our pubs, not to mention some female head chefs and within the Brewing team. We are on a journey but always employ the right person for the job regardless of gender. We are a people business and recognise that the best talent at every level is what we need to succeed.

**Pay Quartiles:**

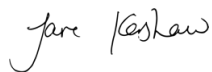
Our report is based on the snapshot date of the 5<sup>th</sup> April 2020. On this date we had 22 people working, including some key people in the office, which included payroll, maintenance for the pubs and brewery, a brewer and the Executive team. This is why the results are as such.



If we had not had the vast majority of our employees on Furlough on this date, then the quartiles would be much more evenly split, with perhaps the exception of the upper quartile.

What we are pleased with however, is the female percentage in the Upper Middle Quartile, that has gone from 39.3% in 2017 to 55.7% in 2020.

As previously stated, this demonstrates that more women are becoming assistant managers, general managers, and other senior positions in the company. It confirms that our internal training programmes are working, as where possible, we like to promote from within. There is always more we can do and we will continue in our work to reduce the gender pay gap.



**Jane Kershaw**

**HR Director**