

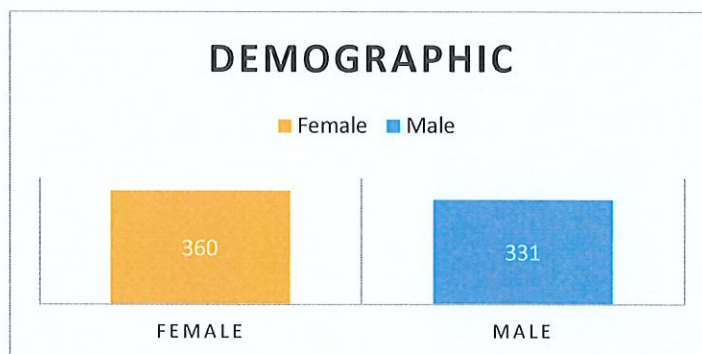
Joseph Holt Gender Pay Gap

Introduction – What is the Gender Pay Gap?

The Gender Pay Gap Reporting Regulations we introduced to all businesses with 250 employees or more in 2017. The Regulations make it a legal requirement for employers to calculate and publish gender pay details annually. The data is taken from a snapshot date. This is an agreed date that all companies use when calculating their gender pay gap. The snapshot date for this report is the 5th April 2022.

Joseph Holt needs great people to succeed, and fully believes that people are one of our greatest assets. For 174 years we have brewed beer and run pubs in the Northwest of England. We could not do these two things without fantastic people working for us. This report is extremely important as it means we look at average earnings, including bonuses, of women and men in the entire organisation. This means we examine the average pay of women and men, performing all roles within the business and at all levels of seniority and strive to improve.

Our reported figures on the snapshot date of the 5th April 2022, were based upon 691 people. (360 women and 331 men.) This is up from 587 people in 2021 but down from 876 in 2020.



The first metric that we looked at is the mean gender pay gap. This shows the difference in the average hourly rate of pay between females and males. Our mean gender pay gap for 2022 was 22%. It is hard to compare this figure to the reported figures of 2021 and 2020 as, due to Coronavirus for the previous two years, we had the vast majority of employees on Furlough under the Coronavirus Job Retention Scheme (CJRS.) Whilst we reported our results from the snapshot day for the previous two years, we also looked at our employees and calculated what the actual result would have been, had the most of our employees not been on Furlough. Our actual mean gender pay gap results, had we not been using the Government's furlough scheme, was 23.6% in 2021 and 19.8% in 2020.

Since the start of the pandemic, we have lost 185 people. A lot of these people were senior women, who were running our pubs and decided to leave the industry after the lockdowns and retrain in a different profession. If you compare 2021 to 2022 however, our mean gender pay gap has fallen 1.6% to 22% and we believe this is due to promoting from within,

putting emphasis on internal training, apprenticeships and having a fair recruitment process. Since the last report, we have signed up to be a disability confident committed employer.

Gender Pay Gap
<u>Mean Gender Pay Gap</u> 22%

The median gender pay gap 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. Our Median Gender Pay gap in 2022 was 13.6%, if we compare this to the non-furloughed results of 2021 and 2020, it was 12.5% and 7.5% respectively.

Gender Pay Gap
<u>Median Gender Pay Gap</u> 13.6%

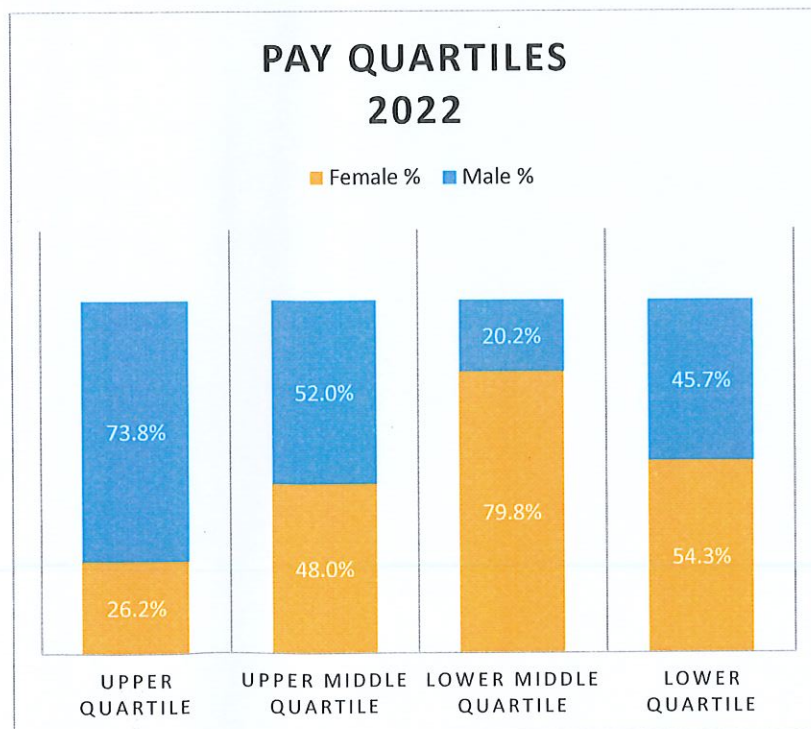
Joseph Holt believes in treating everyone as equals, whether this be employees, suppliers or customers. Joseph Holt has a responsibility to all our employees and will continually strive to drive for a fair and equal workplace. We believe all employees should be treated equally regardless of sex, age, race, religion or belief, marriage or civil partnership, pregnancy – maternity and paternity, sexual orientation, gender reassignment or disability. The company strongly believes in equal rewards, encouraging everyone on their own learning and development journey and where possible promoting from within.

We work in an industry that has traditionally employed a lot of women and young people. (Our industry teaches young people many of the skills they will use in later life, whether they stay in hospitality or not.) The data from 2020, 2021 and 2022 shows that each year, Joseph Holt employs more women than men. 2022 is no different and in fact, shows our percentage of women of the total workforce has increased. Hospitality is very inclusive from a recruitment point of view and it is often said that women have the desired skills needed to work in pubs, excelling with outstanding customer service, and attention to detail. Hospitality, by its nature, is flexible as we are open 12 hours a day, 7 days a week and as such shift work is required. This does appeal to women as it means they can work in the

week when it suits them. For example, they can work around their education or childcare commitments or even in the evenings, as a second job. We have also seen a number of women, who have retired from other industries, return to work in the pub. They do not want a full-time job and just want a few hours in the evenings and weekends, to keep them active and social. They do not want to be General Managers or Assistant Managers, they want 10-20 hours of regular work either running food, cleaning or working on the bar.

The gender pay gap report shows the number of female and male employees in four quartiles of the business. The lower quartile and upper middle quartile are nearly 50:50, with the lower middle quartile being nearly 80% women. The lower middle quartile demonstrates that women are working in supervisory roles, i.e., Team Leader, Supervisor and Line Chefs. Joseph Holt has an internal progression programme, for both front of house and back of house so we are hopeful that these women in the lower middle quartile will progress to Assistant Manager, General Manager and Head Chef. However, we are still not seeing many women in senior positions in the kitchen, and we continue to strive to recruit women in these senior roles.

The upper quartile contains 26% of females and is very consistent with the split from 2021 to 2020. This demonstrates that we need to do more to get more women into the senior positions at Joseph Holt. We are on a journey and this is happening but it is not something that will be resolved overnight; however, we recognise that women are not as well represented in the upper quartile.



We are required to look at the mean bonus gender pay gap which for 2022 is 65.3% and the median bonus gender pay gap is 63%. We pay bonuses to those in the upper and upper

middle quartile, and as we have stated already, we know we are on a journey to get more women into the Upper Quartile. We will continue to promote opportunities to females, and train and support them so that they have every opportunity to progress to the senior roles in the business. We are still finding it difficult to recruit, especially into certain roles, as can be seen by our employee numbers, but we will continue to treat people fairly and support them at Joseph Holt regardless of gender. As a responsible employer, we know that this is an evolving process and will continue on our journey to reduce the gender pay gap.

A handwritten signature in black ink, reading "Jane Kershaw". The signature is written in a cursive, flowing style with a large initial 'J'.

Jane Kershaw
HR Director