

## Joseph Holt Ltd Gender Pay Gap

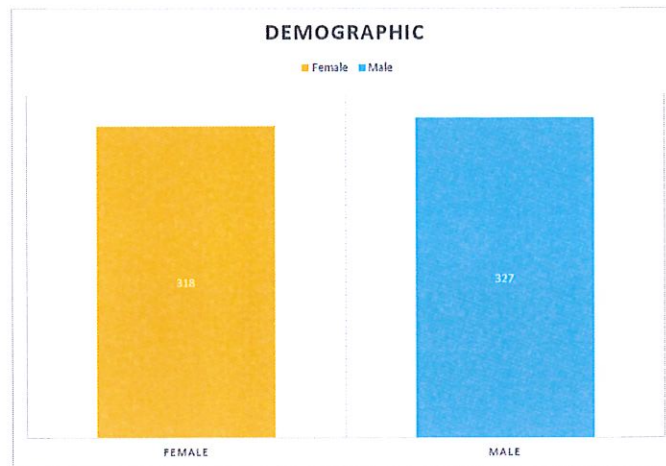
Joseph Holt Ltd, along with all businesses with 250 employees or more are required to submit a gender pay gap report as part of the Gender Pay Gap Reporting Regulations. Since 2017, this has become a legal requirement for business to calculate and publish gender pay details annually. The data for the report is taken from a snapshot date, this is a date that all companies use when calculating their gender pay gap. The snapshot date for this report is the 5 April 2023. This means that all employees who were employed on the 5 April 2023 are counted, regardless of their length of employment or number of hours they work.

2024 marks Joseph Holt's 175th year in business and we are extremely proud to have reached this milestone. We could not have achieved this without employing and training fantastic people. Joseph Holt brews beer and run pubs in the Northwest but at the heart of our business is great people. We offer a range of apprenticeships, have a bespoke internal progression course for the future assistants, head chefs and general managers in our business and offer a whole range of internal training courses that everyone has access to. We also constantly review our rewards and benefits package for all employees and benchmark ourselves to the industry.

Joseph Holt fully believes that there are fantastic careers to be had in hospitality. Where possible, we always want to promote from within and currently 15% of our licensees have completed our internal progression programme. We are continuing to proactively improve this year on year and introduced an internal course for chefs last year and now have head chefs that have come through this programme. We work closely with the Licensed Trade Charity and promote their good work to our employees.

This annual report is extremely important to us as it means we calculate and then examine the average pay, including bonuses, of women and men, in all job roles and at all levels of seniority and strive to improve.

Our reported figures on the snapshot date of 5 April 2023, were based upon 645 people. (The breakdown of this is 318 females and 327 males.) This is down from 691 in 2022 but up from 587 in 2021. Please note, in 2021, on the snapshot date we still had a large proportion of employees on Furlough, under the Government's Coronavirus Job Retention Scheme. (CJRS) 587 was the actual figure, had our employees not been on furlough. 2023 is the first year since 2019 that we have employed more men than women, saying that it is only an additional 9 more men than women. This split of women and men, we believe is very normal for our industry.



The mean gender pay gap shows the difference in the average hourly rate of pay between females and males. Our mean gender pay gap for 2022 was 22% and in 2023 it is 19.6%.

Joseph Holt believes in a fair and open recruitment process for all and then, when employed, ensuring all employees are fully compensated for their work. Recruitment is based purely on experience and ability with no regard to gender. At Joseph Holt we have some very long serving employees, and always aim to attract, retain, and develop the best people. We are an age friendly and disability confident employer. We have signed up to the British Beer and Pub Association, BBPA Diversity & Inclusion Charter. We also work with organisations and charities such as prisons, colleges, MenCap and the Deaf Institute in Manchester to offer equal opportunities for all. We have an annual employee survey but also listen to feedback and ideas from all team members all year round. The aim being to create an inclusive and welcoming culture at all levels in the business.

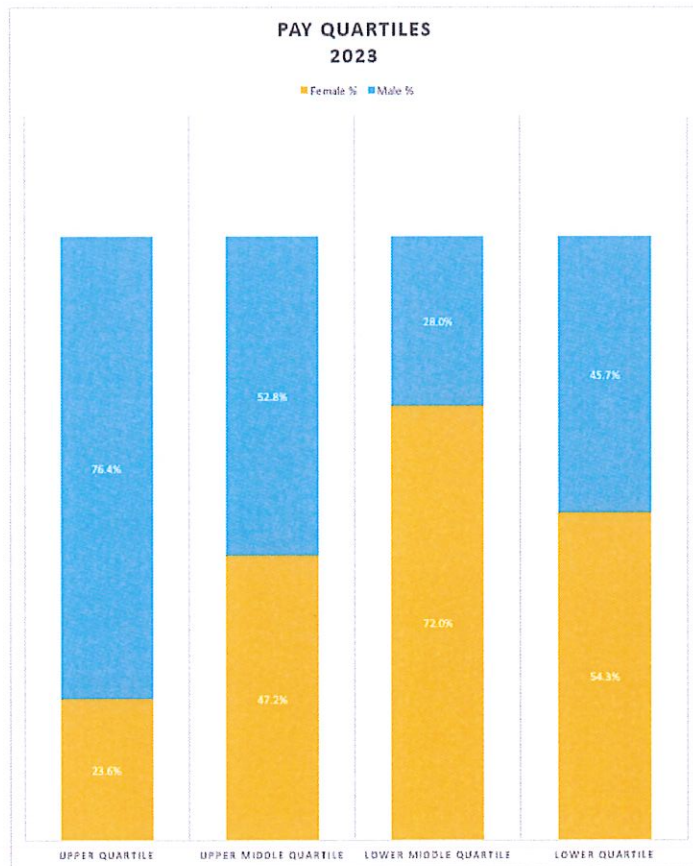
<b>Gender Pay Gap</b>
<u>Mean Gender Pay Gap</u> 19.6%

The median gender pay gap shows the middle value for both women and men. 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 do the same measurement for men and compare the results. Our median gender pay gap in 2023 was 11.3%, this is down from 13.6% in 2022.

As a 6<sup>th</sup> generation independent family business, it is vital to us that everyone is treated as equals and this applies to employees, suppliers, and customers. We have a duty of care to all employees and are constantly aiming for a fair and equal workplace as we believe all employees should be treated as equals regardless of sex, age, race, religion or belief, marriage or civil partnership, pregnancy, paternity, adoption, sexual orientation, gender

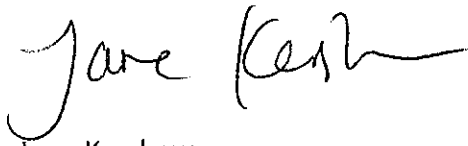
reassignment or disability. Job opportunities and learning and development are open to all and people are rewarded equally.

We are also required to look at the number of female and male employees in four quarters of the business. In the lower quartile, the split is nearly 50:50, so to is it in the upper middle quartile. This demonstrates our fair and equal recruitment process for the lower quartile. It also shows that our strategy of promoting from within, and training our employees is working, to have a nearly 50:50 representation in the upper middle quartile. Like last year, the Lower Middle Quartile has 72% females, this is good news as these are supervisory roles and with development and support, these women should be the leaders of tomorrow. The upper quartile shows a similar pattern to 2022 and demonstrates we need to do more to get more women into senior positions at Joseph Holt. It is recognised by the business that women are not as well represented in this upper quartile at Joseph Holt and we will continue this journey to achieve this. We also acknowledge that we do not have enough females in senior kitchen roles and are working hard to rectify this. The internal progression course is helping with this.



The mean bonus gender pay gap for 2023 was 17.1% and the median bonus gender pay gap was -39.8%. In 2022 these were 65.3% for the mean bonus gender pay gap and 63% for the median bonus gender pay gap. We pay bonuses to women and men in the upper quartile and upper middle quartile. As stated, we will strive to get more women into the upper quartile.

We are first and foremost a people business and are committed to this and know that it is our responsibility to continue this evolving journey to reduce the gender pay gap.

A handwritten signature in black ink, reading "Jane Kershaw". The signature is fluid and cursive, with a long horizontal flourish extending from the end of the name.

Jane Kershaw  
HR Director