

## Joseph Holt Ltd - Gender Pay Gap 2024

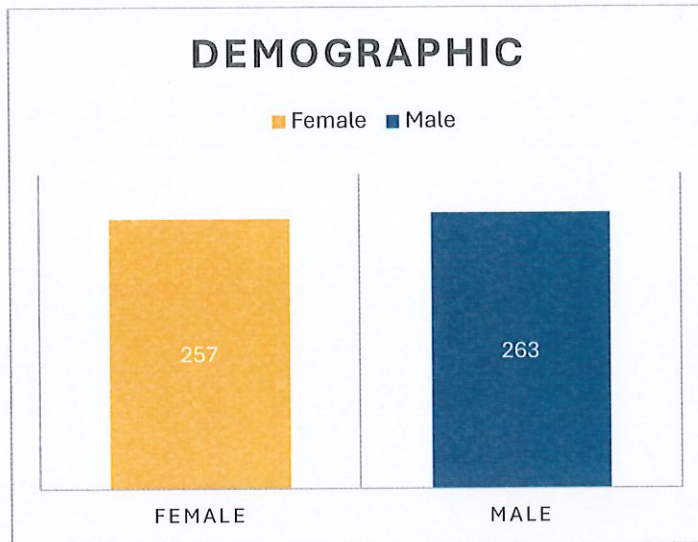
Joseph Holt Ltd is an independent family brewer and pub company. The company has more than 250 employees and as such is required to submit a gender pay report annually. The data for this report comes from one day, known as the snapshot day. The snapshot day for this report is the 5 April 2024. This means that all employees who were employed on the 5 April 2024 are counted, regardless of their length of employment, part or full time or even number of hours worked.

Joseph Holt have just proudly celebrated our 175<sup>th</sup> anniversary and firmly believe that people are our greatest asset and the main reason why we have reached this milestone in a tough industry and economic background. Great people, allowed to flourish and develop are what make Joseph Holt special. There are fantastic careers to be had in our industry and at Joseph Holt and we want to support employees to achieve their goals by nurturing talent and championing people's individuality. Our pubs are open 7 days a week, all year round and as such this flexible, often part time working suits both genders and people at different stages of life. We equally support full and part time staff and believe that anyone can have a successful career in hospitality and the brewing industry.

We have a robust and fair interview process; we have a detailed induction process for new starters, including much on the job training and offer a variety of training to suit different needs and learning styles. For example, we offer two internal training programmes for the Head Chefs, Assistants and General Managers of tomorrow, we offer a range of apprenticeships and have multiple courses in our central Training Room. Everyone in the company has access to these courses and paid training. We ask for feedback from employees on the content and logistics of training and our rewards and benefits package. We will react as needed and also benchmark ourselves against the industry. For a number of years now, we have promoted the fantastic work and support offered by the Licensed Trade Charity, to all of our employees.

This calculation and annual report is extremely important to Joseph Holt, as it requires us to examine the average pay, including bonuses of women and men in all job roles throughout the company and strive to improve.

On the snapshot day, Joseph Holt employed 520 people across our Brewery, Pubs and Office, this is down from 645 the previous year. Of this 520, there is once again, a near enough 50:50 split with 257 females and 263 males. This split of women and men has remained constant for several years now. Hospitality is a fantastic industry to work in with many different paths to take, our industry suits both females and males and just as importantly all ages of society. Joseph Holt work hard to create a welcoming and inclusive working environment. Last year we completed a wellbeing course, entitled Leadership, Communication and Feedback for all managers in the business. For many jobs across the company no previous experience is required and on the job training is given in full, in multiple formats, over time.



The mean gender pay gap shows the difference in the average hourly rate of pay between females and males. The mean gender pay gap for 2024 was 24%.

Gender Pay Gap
<u>Mean Gender Pay Gap</u> 24%

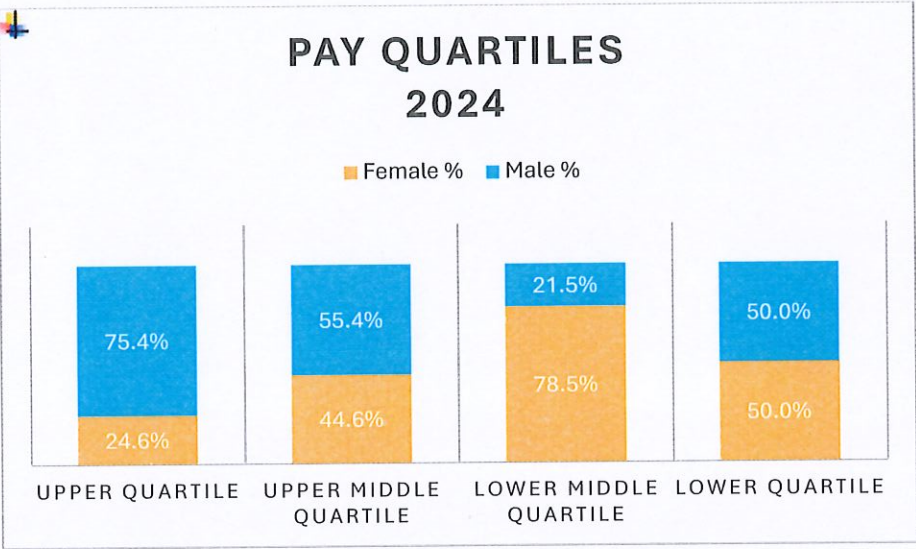
Joseph Holt believes in a fair and open recruitment process. Internal and external recruitment is solely based on experience and ability, with no regard to gender. It is vital that employees and potential employees are treated equally, this is regardless of sex, age, race, religion or belief, marriage or civil partnership, pregnancy, paternity, adoption, sexual orientation, gender reassignment or disability. Opportunities for development, training or jobs are open to all and people are rewarded equally and fairly. Throughout the company, pay is based on responsibilities for that job and qualifications and never linked to gender. As well as advertising externally for jobs, it is our policy to internally advertise and interview for every job in the business. We are an age friendly and disability confident employer and have signed up to the British Beer and Pub Association, BBPA Diversity & Inclusion charter. We work with other organisations such as prisons, colleges, schools and Mencap to offer work or work experience and opportunities to all. It is important that we continuously examine and if required, update our policies to support our employees, regardless of gender.

Joseph Holt are required to publish our median gender pay gap. 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. The median gender pay gap was 16.1%.

# Gender Pay Gap

Median Gender Pay Gap  
16.1%

We also look at the number of female and male employees in four quarters of the business. In the lower quartile, the split is exactly 50:50. This demonstrates our fair and equal recruitment process. The lower middle quartile shows a very similar pattern to 2023, with 78.5% females and 21.5% males. At Joseph Holt, we like to promote from within and see this split of females and males as encouraging, as these supervisors and team leaders in the lower middle quartile will be the leaders of tomorrow. The upper middle quartile and the upper quartile, also show a very similar pattern to 2023. It is the upper quartile that we recognise that we still need to do more, there are 24.6% females in this quarter. We are on a journey and recognise that we do not have enough women represented in this upper quartile. We have more female head chefs than ever before and women working in the brewery, but we recognise that we need to do more to get women into these traditionally male dominated roles.



The mean bonus gender pay gap for 2024 is 38.9%, up from 17.1% the previous year. The median bonus gender pay gap is 21.3%, down from 39.8% the previous year. We pay bonuses to women and men in the upper and upper middle quartiles and 2024 saw the highest percentage of women receiving a bonus in the last 5 years. This is a positive step and something we most continue to aim for. There are 38% more women than men on this year's internal progression course, which again is encouraging for the future at Joseph Holt.

People are the heart of our business and we know it is our responsibility to keep striving to reduce our gender pay gap.

*Jane Kershaw*  
Jane Kershaw