

The logo for PUNCH, with the word in a bold, sans-serif font. The letters are white with a teal outline.

# Gender Pay Gap Report

April 2020

## Introducing our April 2020 Data

**Here at Punch...** we are committed to attracting and retaining pub lovers of all backgrounds, ensuring that they are remunerated and rewarded appropriately and consistently for the contribution they bring to the business.

In this report we have set out our gender pay gap and bonus pay gap data along with the number of male and female colleagues in each quartile of our pay ranges. We also explain what we think the reasons for the differences are.

**At the time of the Snapshot, The Punch Group had 460 colleagues...**



Due to the Covid-19, the 2020 reporting requirements were altered slightly. This meant that anyone who was **on furlough** as of the snapshot date was to be removed from the calculations involving pay but were still to be included in any bonus related calculations. As such, **108 Female colleagues** and **126 Male colleagues** were removed from our pay calculations.

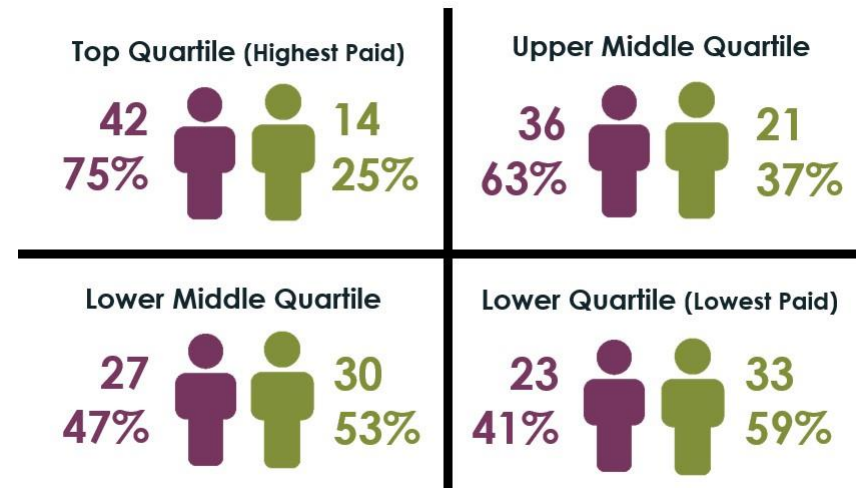
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## Hourly rates of pay

Below is our mean and median gender pay gap information along with our pay quartile data.

**Our mean gender pay gap was 30.29%** (compared to 37.6% in April 2018)

**Our median gender pay gap was 40.84%** (compared to 47% in April 2018)



We recognise that whilst our Executive team has female representation, it is predominately male. However, we are proud to say that of the 32 people that make up our Senior Management team, there is an even split of **male** and **female** colleagues (16 each respectively).

Also as indicated in previous reports, whereas there have been several female external appointments and internal progression to our operational field-based teams, a sizeable majority of the team are male.

Each year we continue to conduct a thorough pay benchmarking review for all roles across our business and we are confident that we do not have any pay disparity, within roles, on the grounds of gender.

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## Bonus

Here are the number of men and women who were eligible for our Company performance related bonus in the rolling year prior to the snapshot. This is shown as a percentage of the total headcount.



The difference in **mean bonus pay is 53.48%** and in **median bonus pay is 0%** as not enough of our people were in receipt of a 'Bonus' to obtain a median value for both male and female colleagues.

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Thank you for reading our **2020 Report!**

**Our commitments as business:**

- A continuation of our yearly pay benchmarking exercise across all roles at all levels of the business.
- A continued focus on our recruitment processes, to ensure our more senior roles are just as attractive to both a female and male audience.
- To continue to review our internal policies, overall employee offer and remuneration package, ensuring that they all support our employees in achieving both their personal and professional aspirations.

I confirm that the information included in this report is accurate and complete to the best of my knowledge.



**Jackie Burn**  
HR Director

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