

A stylized, dark teal graphic of a palm tree trunk and fronds, positioned on the left side of the page. The fronds are composed of several large, curved, overlapping shapes that create a sense of depth and texture.

Gender Pay Gap Report

April 2021

PUNCH

Pubs. People. Possibilities.

Introducing our April 2021 Data

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

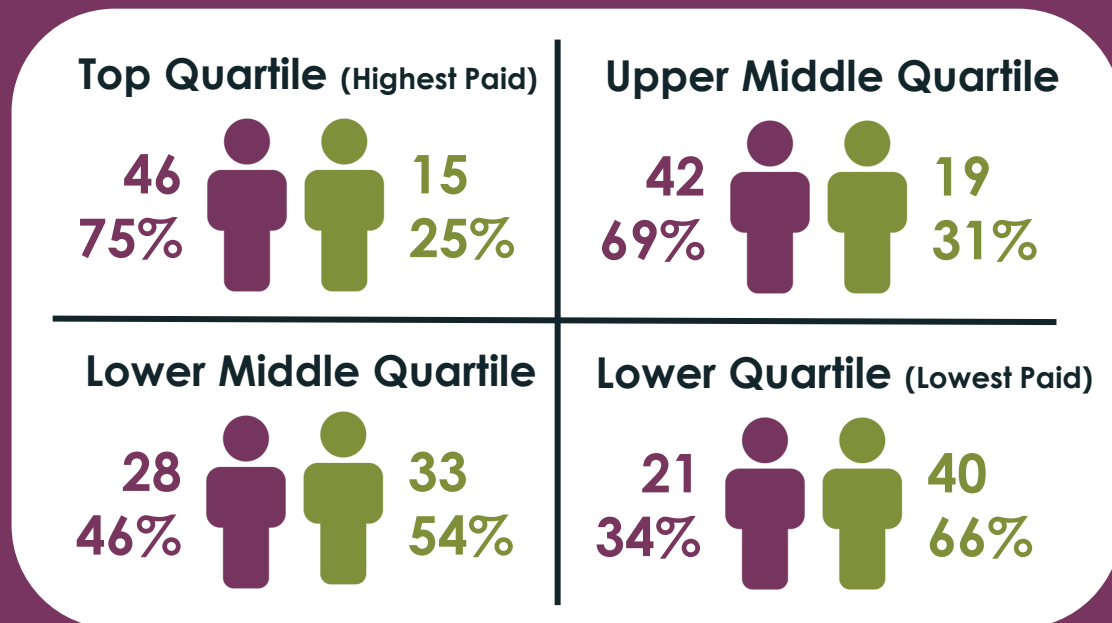
In this report we have set out our gender pay gap and bonus pay gap data along with the number of male and female colleagues in each quartile of our pay ranges. We also explain what we think the reasons for the differences are.

At the time of the Snapshot, The Punch Group had 405 colleagues...



Due to the Covid-19, the 2020 & 2021 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, **70 Female colleagues** and **91 Male colleagues** were removed from our pay calculations.

Our 2021 Report: Hourly rates of pay



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

Our mean gender pay gap

35.79%

Our median gender pay gap

45.13%

We recognise that whilst our Executive team has female representation, it is predominately male.

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

Our 2021 Report: Bonus



The difference in mean bonus pay is **-8.05%** 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.

Further to the Covid-19 pandemic and the associated impact this had on our business and the hospitality industry as a whole, our company performance related bonus was not available during the rolling year prior to the snapshot date. However, there were a small amount of individuals who received role specific bonus pay during these timelines.

3%
of male colleagues
received a bonus
payment

9%
of female colleagues
received a bonus
payment

Our 2021 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.



JBurn

Jackie Burn
HR Director

#WeMakeThingsHappen

#WeAreBold

#WeWinTogether

#OurBestSelf

#WeLovePubs

Thank you for
reading

our 2021
Gender Pay
Gap Report

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