

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 fan out from a central point.

# Gender Pay Gap Report

April 2022

**PUNCH**

*Pubs. People. Possibilities.*



## Introducing our April 2022 Gender Pay Gap Data

Here at Punch... we're passionate about **Pubs, People & Possibilities** and remain committed to attracting and retaining pub lovers of all backgrounds!

It is vital that we ensure our people are remunerated and rewarded fairly, appropriately and consistently for the contribution that they bring to our business.

In this report we have set out our gender pay gap and bonus pay gap data for 2022 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 **461** colleagues...



**43%**

of our colleagues identified as female

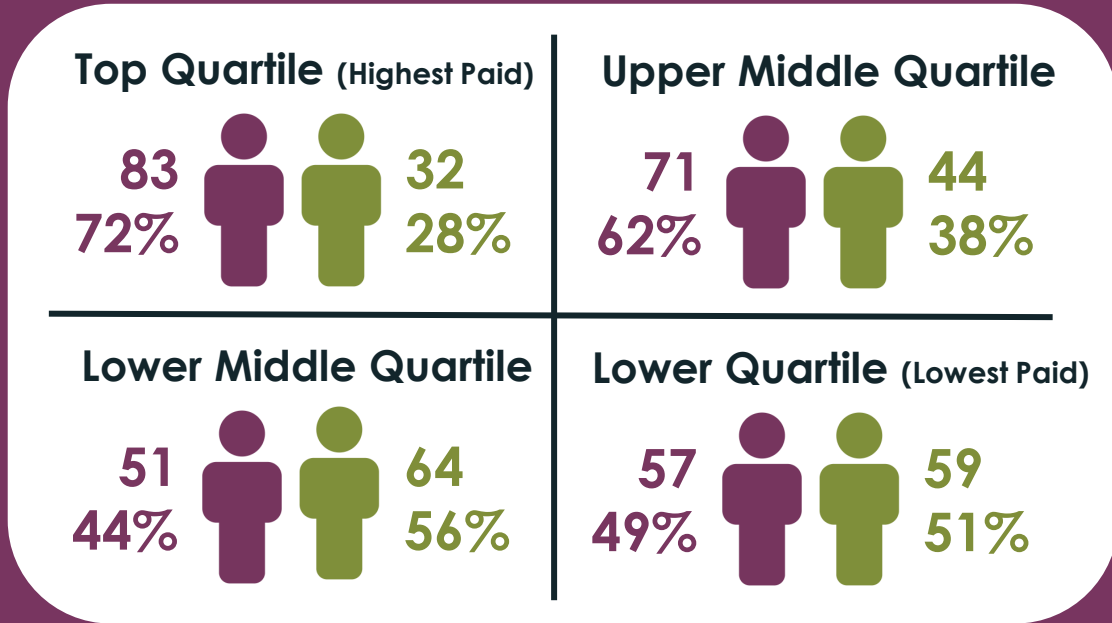


**57%**

of our colleagues identified as male

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# Our 2022 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 all grounds.

Our mean gender pay gap  
**30.37%**

Our median gender pay gap  
**36.33%**

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.

This all contributes to the higher % of males in our Top & Upper Middle Pay Quartiles.

## Our 2022 Report: Bonus



The difference in **mean bonus pay** is **74.54%**.  
The difference in **median bonus pay** is **-800%** in a favour of our female colleagues - not enough of our male colleagues were in receipt of a 'Bonus' to obtain a male median value.

As referenced previously, a higher % of males in our Top & Upper Middle Pay Quartiles will reflect in more of our male colleagues having a higher overall remuneration package than our female colleagues at Punch.

However, bonus earning potential is linked to the level of each role within our business (not to each individual) and as such, we are confident that bonus earning potential is equitable on all grounds.

48%

of male colleagues  
received a bonus  
payment

56%

of female colleagues  
received a bonus  
payment

## Our 2022 Report: Our commitments as business

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- A continuation of our yearly robust pay benchmarking exercise across all roles at all levels of the business
- A heightened focus on our recruitment processes (inline with our planned activity around Equity, Diversity & Inclusion) to review our overall Employee Value Proposition (EVP) and to ensure that our senior roles are attractive to a diverse audience
- To continue to review our employee offer ensuring that it adequately supports all our people 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 2022  
Gender Pay  
Gap Report

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