

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 fan-like appearance.

# Gender Pay Gap Report

April 2023

**PUNCH**

*Pubs. People. Possibilities.*



## Introducing our April 2023 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 2023 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 **916** colleagues...



**47%**

of our colleagues identified as female

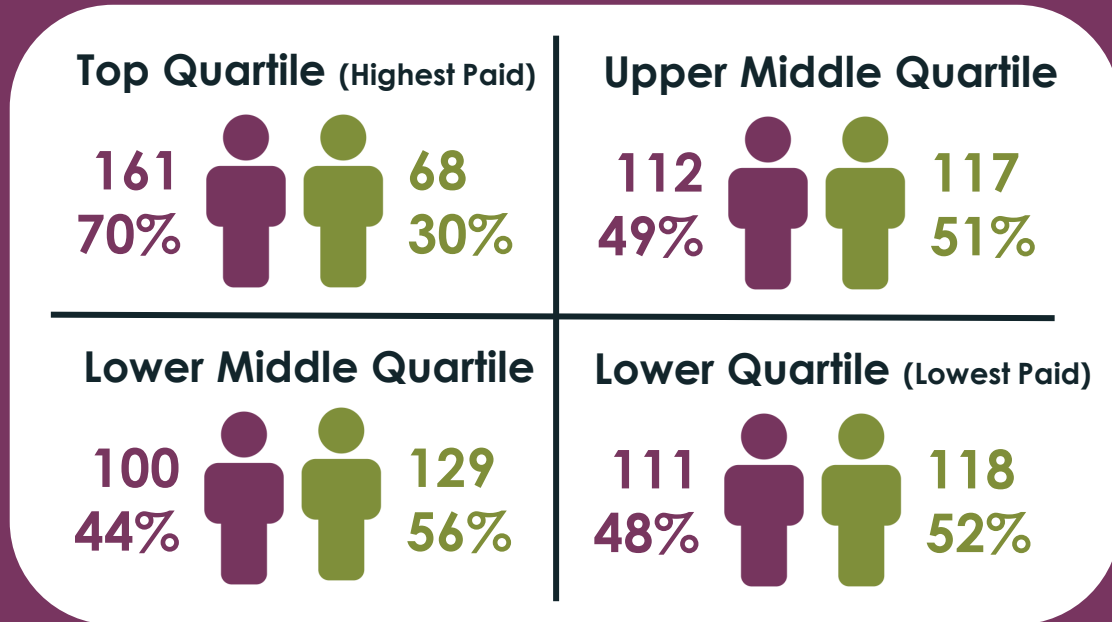


**53%**

of our colleagues identified as male

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# Our 2023 Report: Hourly rates of pay



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

Our mean gender pay gap  
**28.01%**

Our median gender pay gap  
**12.55%**

Our overall gender pay gap continues to decrease year on year with a 2.36% improvement.  
We recognise our Executive board are predominately male.  
We have made to four Executive appointments in 2023, three male and one female. Two of which were internal appointments and two external.

## Our 2023 Report: Bonus



The difference in **mean bonus pay** is **53.53%**.  
The difference in **median bonus pay** is **14.29%** in favour of our male colleagues.

A higher % of males in our top pay quartile 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.

6%

of **male colleagues** received a bonus payment

5%

of **female colleagues** received a bonus payment

## Our 2023 Report: Our commitments as business

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- We will continue to encourage an open and inclusive culture at Punch where our people are comfortable to be their authentic self and speak openly. Through 'Push the Pineapple', we empower key health & wellbeing initiatives whilst driving our aspirations in Equity, Diversity & Inclusion.
- We participate in the WiHTL community and associated programmes which are devoted to increasing Diversity and Inclusion across the Hospitality, Travel and Leisure industries.
- We continue to encourage 'self-sponsorship' in development, progression and retention of females into leadership roles, assigning internal Executive mentors and external coaches.
- A continuation of our yearly robust pay benchmarking exercise across all roles at all levels of the business.
- 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.



**Laura Cavendish**  
HR Director

#WeMakeThingsHappen

#WeAreBold

#WeWinTogether

#OurBestSelf

#WeLovePubs

Thank you for  
reading

our 2023  
Gender Pay  
Gap Report

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