

PUNCH

Gender Pay Reporting
April 2024



Introducing our April 2024 Gender Pay Gap Data...

Great Pubs and epic hospitality experiences would not be possible without awesome people - that's why we remain committed to attracting and retaining a top talent team of pub lovers, that are just as obsessed as us to be the best in the business.

As part of this, 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 2024 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.

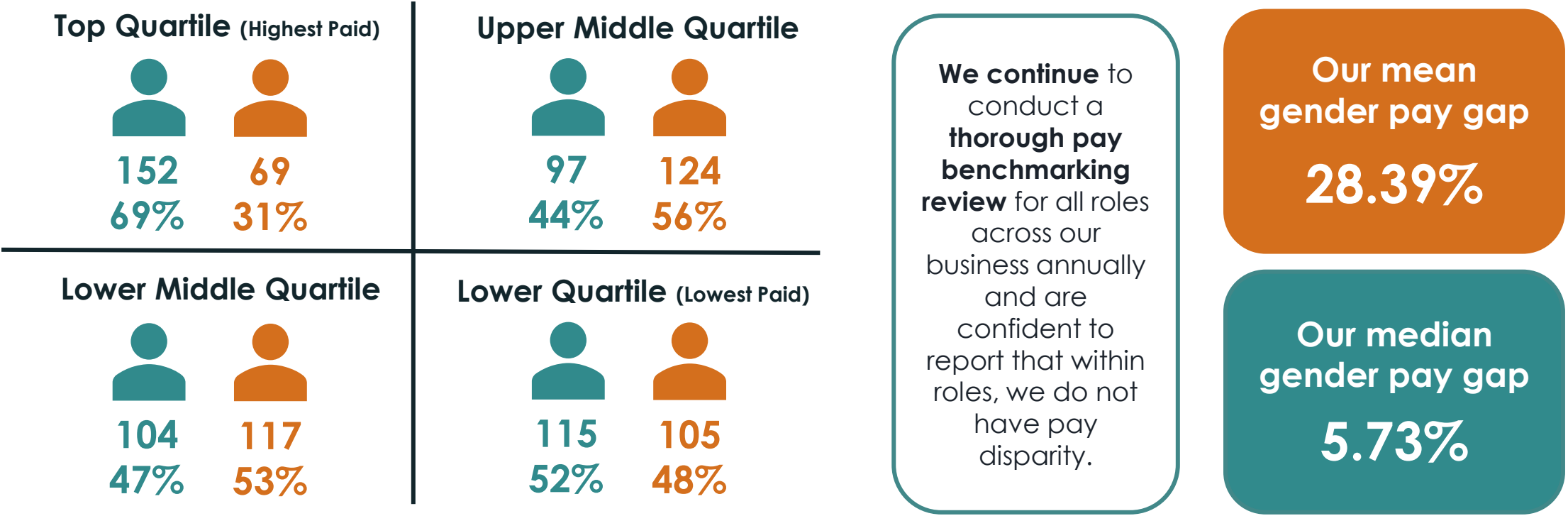
At the time of the
Snapshot, The
Punch Group had
883
colleagues...

47%
of our colleagues
identified as female

53%
of our colleagues
identified as male

PUNCH

OUR 2024 REPORT: HOURLY RATES OF PAY



Our overall mean gender pay gap remains broadly inline with our figures for 2023 and we are pleased to report **a decrease in our median pay gap of 6.82%** from last year.

Whilst we recognise our Executive board continues to be predominately male, we have also been pleased to see **an increase in the percentage of females in our Upper Middle & Top Pay Quartiles this year.**



OUR 2024 REPORT: **BONUS CALCULATIONS**

The difference in **mean bonus pay** is **69.51%**.

The difference in **median bonus pay** is **80%**.

27%

of male colleagues
received a bonus
payment

125

out of

486

male colleagues

115

out of

415

female colleagues

28%

of female
colleagues received
a bonus payment



A higher % of males in our top pay quartile reflects 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.



OUR 2024 REPORT: OUR CONTINUED COMMITMENTS

- 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
Group People Director

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