



Wainwright
THE GOLDEN BEER

SHARP'S
ROCK • CORNWALL
DOOM BAR
Exceptional AMBER ALE

GREENE KING
IPA
INDIA PALE ALE

*Partnering with Punch
Lease and Tenancy*

PUNCH
PUBS & CO

WHY CHOOSE PUNCH?

Our vision is clear: to be THE Five Star Pub company.

Not only do we believe pubs are the beating hearts of communities, but we are putting our money where our mouth is with capital improvements and new acquisitions. Keep up to date with our latest news: Latest News | Run a Pub with Punch <https://www.punchpubs.com/latest-news/>

We're a thriving pub company that recruits, invests in, and supports our talented publicans and their growing businesses with innovative training and tailored support.

If you have what it takes to run a pub with us, please don't hesitate to get in touch. We love fresh ideas and empowering new talent to thrive running their business, their way with our support.



WHAT MAKES US STAND OUT?



We achieved Best Partnership Pub Company +501 sites at the **2024 Publican of the Year Awards**.



Our £1 Million academy has a state-of-the-art kitchen, two bars and a cellar for our **industry-leading training course**, Progress with Punch.



Doing Well, By Doing Good, is a core value here at Punch. It's not just about what, but how we do business. Doing Well, By Doing Good also underpins all the incredible work we do to protect our pubs, people, and the planet.



In 2024, we achieved **Mind Gold for the second consecutive year**. We also won the Licenced Trade Charity Staff Wellbeing Award +251 sites in 2023 and the LTC Champions award in 2024.



In 2025, we won the **Springboard Hospitality Excellence Employee Health & Wellbeing Award**. PubAid titled us Corporate Community Hero Award at the 2025 All-Party Parliamentary Beer Group dinner.



We celebrate and reward Publicans at our epic, annual **Punch Publican of the Year Awards** hosted at Head Office.



You'll have a **talented and experienced Operations Manager** by your side to help you excel.



There are **over 12 support teams**, as well as a team of **Operations Managers**, who are on hand to help and guide you as you build your business. They'll visit you regularly and offer business advice and marketing tips to help you thrive.



Our Publican and MP Pub Hero volunteers to help us implement our Punch Promise **Environmental, social, and governance (ESG)** strategy. You can join them.



We've created an intuitive gaming app, **thirst** that lets you invest in your **own personal development** as well helping develop your team. It's fun and interactive, allowing you to dip in and out according to your schedule.

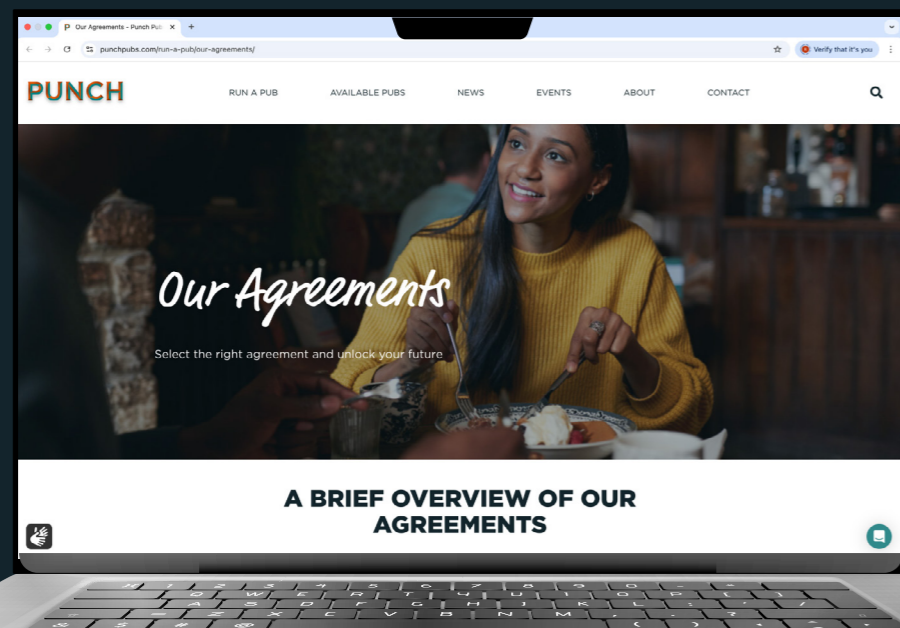
WHAT IS THE DIFFERENCE BETWEEN A TENANCY AND A LEASE AGREEMENT?

Usually, a tenancy is for a shorter period of time with fewer property repairing obligations, however, you can't sell on the goodwill of the business. A lease is a much longer agreement with full property repairing obligations where you have the ability to sell on the goodwill of the business when you leave.

Tenancy agreements allow you to occupy and run your pub business from our property. It is often called a 'tied' tenancy because we require you to purchase drinks that you intend to sell from the pub through us, however, most of our agreements are flexible and can offer tie releases. They are granted for anywhere up to 5 years and come with the ability for either party to serve notice at any time throughout this term to bring the tenancy to an end. The notice period for each party will be detailed in the tenancy. You will not have a right to a new agreement at the end of the term.

Lease agreements also allow you to occupy and run your pub business from our property. It is often called a 'tied' lease because we require you to purchase drinks that you intend to sell from the pub through us, however, most of our agreements are flexible and can offer tie releases. They are usually granted for 10 years.

In some circumstances we may agree that you are allowed to bring the lease to an end within the first 208 days of the lease term by serving notice on us but if we agree to carry out works at the property at our cost at the start of the lease term then this option may not always be available to you. You will have a right to ask us for a new lease at the end of the term.



SCAN ME
OUR AGREEMENTS

STEP BY STEP GUIDE TO OUR PROCESS

Browse our list of available pubs. Once you have identified a pub of interest, please complete an enquiry form on our website: <https://www.punchpubs.com/available-pubs>

1



2

Following your enquiry, the recruitment team will be in touch to discuss the status of recruitment and discuss your suitability for the pub.



3

After you've spoken to us, we highly recommend you visit the pub(s) in question, as a customer, during different trading times to help you build on ideas and a general vision and ensure it is the right business for you. We ask that you visit discreetly at this stage, to avoid disturbing the current staff and trade.



4

Speak to the recruitment team to build an application over the phone to enable us to put you in touch with a member of our Operations Team.

5

A member of our Operations Team will reach out to discuss your application further and if applicable, they will arrange a meeting. If both parties are happy to progress to the next stage, under the Pubs Code, we will send schedule one information across.



This will allow you to complete business plans under the advice of an independent professional and allows you to assess the opportunity of the business. Look at the trading conditions and remember that the way you operate the business, along with the time and money you invest, will affect turnover and, ultimately, profit.

A useful platform for advice is the BII: British Institute of Innkeeping. Any applicant who makes it to this stage of our process is offered a free three-month membership and anyone who is successful into our pubs, has their membership included.

6



7

Next is your business plan review. Your Operations Manager will have a thorough look at your plans and highlight any discrepancies that could threaten your business, before giving you the green light. We want to ensure that your business plan is sustainable and realistic.



8

Attend our five-day 'Progress with Punch' training programme at our state of the art academy. We also have an online gamified learning platform called THIRST to support you and your future team in-pub training with a fun and engaging online offer.

thirst

9

Here, you will take your pub entry training and qualifications which includes two BIIAB Level 2 qualifications (the Award in Beer and Cellar Quality (ABCQ) and the Award in Licensed Hospitality Operations (ALHO) which must be passed before signing your agreement.

Following your Business Plan review, a senior member of our Operations Team will further verify your application and at this stage we conduct our final checks.

10

Offer! If you have made it this far, you are one step away from taking on a pub business and partnering with Punch. We will launch Heads of Terms outlining the terms of your agreement and the extent of your obligations.



Handover! You will be given the keys to your new pub opportunity. Welcome to the Punch Family.



Ongoing support is really important to us at Punch. We have an EPIC support programme to ensure you are set up for success and our support teams are on hand to help every step of the way.

FREQUENTLY ASKED QUESTIONS

What qualifications do I need?

Pre-Entry Awareness Training (PEAT)

PEAT is an e-learning course provided by the British Institute of Innkeeping (BII). It gives an independent overview of tenancy terms across all pub companies and breweries, covered by the industry code of practice.

Having a PEAT certification at least five working days before signing your agreement with Punch is an essential requirement, however we do recommend taking this course as early as possible.

Find out more at <http://www.bii.org/industry-advice/peat>

Personal licence

The personal licence is designed to ensure that anybody running or managing a business that sells or supplies alcohol will do so in a professional fashion. Once you receive your personal licence, you can act as the designated premises supervisor for any business that sells or supplies alcohol.

You must be aged 18 years or over, and (in almost all cases) hold a relevant licensing qualification - for example, the BIIAB Level 2 Award for Personal Licence Holders or a similar accredited qualification.

There is useful information available to you on the government website.

How much money do I need?

As you might expect, running your own pub involves a number of costs. These really vary depending on the type of agreement you take on, combined with other factors like the size, style and location of the pub. Your initial capital would cover costs such as:

- Deposit
- Legal fees
- Maintenance Fund
- Fixtures and Fittings
- Working Capital
- Professional advice fees

Do I need to have experience running a pub?

Previous experience of running a pub will help you along but it's not essential. Any experience of running your own business and managing accounts, profit and loss and stock control will also help you. More importantly, we recognise passion, ambition, vision and commitment in our publicans.



USEFUL DEFINITIONS

Deposit- This is to be paid on entry either in full or alternatively, on a case-by-case basis, we offer a deposit build up scheme. This is held on your account and is returned to you on exit based on your final account balance and on the condition of the property.

Legal Fees- These refer to the legal fees associated with taking on your pub business.

Maintenance Fund- For our tenancy agreements, you'll need to pay for a repair & maintenance plan. For our lease agreements, you are usually responsible for repairs, but you will need to pay into a repairs fund to cover any repairs we make for you.

Fixtures and Fittings- This refers to inventory items such as furniture and equipment that comes with the pub.

Working Capital- This is the capital a business uses in its day-to-day trading operations.

Annual Rent- This figure is often based on a full wet tie unless advertised otherwise. Rent is billed and paid weekly.

Forecasted Turnover- This is the amount we expect a reasonably efficient operator to trade at.

Rents and forecasted figures are set around the trading potential of the site. All the rents are signed off by our team of RICS qualified surveyors based on RICS methodology. We will benchmark costs against actual figures, where known, or estimated figures using independent industry benchmark figures and our own experience. We will also compare rents to other comparable pubs in the area.

Pubs Code- In England and Wales, the Pubs Code came into force on 21 July 2016 and regulates the relationship between all pub companies owning 500 or more tied pubs. The Scottish Pubs Code came into force on the 1st April 2025, also giving tied tenants and lessees more rights, greater protection and fair treatment and transparency.



SCAN ME

SCOTTISH PCA WEBSITE



SCAN ME

ENGLAND & WALES PCA WEBSITE



SCAN ME

FOR INDUSTRY ADVICE



INTERESTED?

*Get started today, we
can't wait to welcome you!*

Visit <https://www.punchpubs.com/>
with Punch to find further information.
How to enquire?



Via our website
[https://www.punchpubs.com/
available-pubs](https://www.punchpubs.com/available-pubs)



Email us at recruitment@punchpubs.com

Call and leave a message on our
recruitment line - 01283 501999.

*Following your enquiry, the recruitment
team will be in touch!*