

## **Gender pay reporting – JW Lees**

We are bound by the Equality Act 2010 (Gender Pay Information) Regulations 2017 to report on the pay gap between men and women at JW Lees since we employ more than 250 people. This is our second annual report and is correct for all JW Lees employees as at 5<sup>th</sup> April 2018. We will continue to review this annually.

As a sixth-generation family business, established for over 190 years, we are proud to provide a true level playing field within the hospitality sector where we are actively developing and supporting our Team Members from minimum wage positions through to management roles in our company. JW Lees is committed to the principle of equal pay for all of our employees: we actively encourage new ideas and collaboration from colleagues at all levels on how we can improve, including fostering diversity and inclusivity in every part of our business.

Specifically, we can report the following as require under the regulations: -

- JW Lees employs 1,385 people split 51.5% men and 48.5% women
- Mean gender pay gap in hourly pay shows that men earn 16.4% more than women
- Median gender pay gap in hourly pay shows parity and that neither men nor women earn more
- Mean bonus gender pay gap shows that men earn 17.6% more bonus than women
- Median bonus gender pay gap shows parity and that neither men nor women earn more bonus
- 22.7% of males and 15.6% of females received a bonus payment
- The number of males and females in each pay quartile: -
  - Top quartile is 69% men and 31% women
  - Upper middle quartile 50% men and 50% women
  - Lower middle quartile 47% men and 53% women
  - Lower quartile 41% men and 59% women

Analysing the data further shows that women make up an average of one in four of our board members and one in four of our core management team within our Managed House estate. With 36% of our recent internal management development academy passes being women, we are confident that this ratio will only improve over coming years.

Our challenge is to increase the number of women in Head Chef and other core management roles within our Managed Estate which will undoubtedly close our mean bonus gender pay gap over time.

We can confirm that the information here published is correct and we will update this information annually. We do not have any targets regarding equal pay and will continue to run our business on fair and meritocratic principles with the aim of being a great company that attracts the very best people irrespective of gender, race, age, colour, religion, marital status, pregnancy, national origin, sexual orientation, gender reassignment, physical or mental disability.

William Lees-Jones

Managing Director

31<sup>st</sup> March 2019