



## 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 third annual report and is correct for all JW Lees employees as at 5th April 2020.

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.

Given the recent pandemic, the Government agreed to suspend gender pay reporting for 2019, and delay gender pay reporting for 2020. The date shown below has been calculated on the 5 April 2020, when all our Estate was shut under the national lockdown. The majority of the Brewery was closed with a handful of team members working to keep the business ticking over. As a consequence, this data is based on a very small group of team members that were working in April 2020, the majority of our team members were on furlough; it is therefore not representative of our entire workforce.

Specifically, we can report the following as require under the regulations.

- JW Lees employs 1,294 people split 50.9% men and 49.1% women.
- Mean gender pay gap in hourly pay shows that women earn 18.7% more than men.
- Median gender pay gap in hourly pay shows that men earn 19.4% more than women.
- Mean bonus gender pay gap shows that men earn 41.8% more bonus than women.
- Median bonus gender pay gap shows that men earn 47.6% more bonus than women.
- 35.1% of female and 39.5% of males received a bonus payment.
- The number of males and females in each pay quartile: -

	Male	Female
Upper Hourly Pay Quarter	71.4%	28.6%
Upper Middle Hourly Pay Quarter	75%	25%
Lower Middle Hourly Pay Quarter	28.6%	71.4%
Lower Hourly Pay Quarterly	75%	25%

We can confirm that the information published is correct and we will update this information annually. We do not have any targets regarding equal pay, and we 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 or disability.

William Lees-Jones  
Managing Director  
4 October 2021