



Gender Pay Reporting – JW Lees

6 March 2023

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 fifth annual report and is correct for all JW Lees employees as at 5th April 2022.

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 1,483 people split 48.2% men and 51.8% women.
- Mean gender pay gap in hourly pay shows that men earn 16.7% more than women.
- Median gender pay gap in hourly pay shows that men earn the same as women.
- Mean bonus gender pay gap shows that men earn 39% more bonus than women.
- Median bonus gender pay gap shows that men earn the same as women.
- 6% of female and 14.3% of males received a bonus payment.
- The number of males and females in each pay quartile: -

	Male	Female
Upper Hourly Pay Quarter	69.3%	30.7 %
Upper Middle Hourly Pay Quarter	46.5%	53.5%
Lower Middle Hourly Pay Quarter	40.5%	59.5%
Lower Hourly Pay Quarterly	42.5%	57.5%

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