



Gender Pay Reporting – JW Lees

March 2025

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 seventh annual report and is correct for all JW Lees employees as of 5th April 2024.

As a seventh-generation family business, established for over 195 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 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 required under the regulations:

- JW Lees employs 1,592 people in total split 49.5% men and 50.5% women
- Mean gender pay gap in hourly pay shows that men earn 14% more than women
- Median gender pay gap in hourly pay shows that men and women earn the same
- Mean bonus gender pay gap shows that women earn 19% more bonus than men
- Median bonus gender pay gap shows that men earn 28% more bonus than women
- 21.9% of female and 29.6% of males received a bonus payment
- The number of males and females in each pay quartile:

	Male	Female
Upper Hourly Pay Quarter	69.0%	31.0%
Upper Middle Hourly Pay Quarter	44.8%	55.2%
Lower Middle Hourly Pay Quarter	41.7%	58.3%
Lower Hourly Pay Quarter	44.1%	55.9%

JW Lees is taking steps to support women in the workplace. We offer enhanced family friendly policies, flexible working hours and ensure that all leaders in the business have the skills and knowledge so that every team member is supported and treated fairly. We look to actively recruit and develop women within our kitchens, traditionally a male dominated environment, ensuring that our family friendly benefits are clearly advertised, and development opportunities are open to all. As at 31st March 2024 only 21% of JW Lees Kitchen Team Members were female.

We can confirm that the information published is correct and we will continue to 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