



## GENDER PAY REPORTING – JW LEES

### MARCH 2026

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 eight annual report and is correct for all JW Lees employees as of 5<sup>th</sup> April 2025.

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 junior positions through to leadership roles in our company. JW Lees is committed to the principle of equal pay for all our Team Members; 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 1,646 people in total split 49.3% men and 50.7% women
- Mean gender pay gap in hourly pay shows that men earn 13.5% more than women
- Median gender pay gap in hourly pay shows that men earn 0.8% more than women
- Mean bonus gender pay gap shows that women earn 2.1% more bonus than men
- Median bonus gender pay gap shows that men earn 37.7% more bonus than women
- 31.7% of female and 38.5% of males received a bonus payment

The number of males and females in each pay quartile:

	Male	Female
- Upper Hourly Pay Quarter	69.8%	30.2%
- Upper Middle Hourly Pay Quarter	46.6%	53.4%
- Lower Middle Hourly Pay Quarter	39.5%	60.5%
- Lower Hourly Pay Quarter	42.3%	57.7%

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 are proud to have ensured that 360 leaders within JW Lees have completed our Prevention of Sexual Harassment workshops, and we continue to raise awareness and increase support around the impacts of the menopause on Women.

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