

The City Pub Group PLC

Gender Pay Gap Report

Based on data from 5 April 2023

Published on 1 February 2024

Introduction

Our Mission is to be recognised as the best employer in our industry. We want to be the company that everyone wants to work for and other companies aspire to be like. We recognise that it is through all of the people that make up our diverse and inclusive culture, that this will be achieved. Everyone has the opportunity to have an impact and every contribution is highly valued.

Understanding our Pay Gap

At some 6.03% our mean gender pay gap is moving in the right direction, as we continue to promote and employ females in more senior roles within the business.

Historically gender pay gaps result from the types of roles which men and women have held and the salaries that these roles attract. In effect, we have had a higher number of men in roles that pay more, including senior managers, general managers and head chefs.

We are not alone in this and understand that this is an issue throughout our industry. However, we are not complacent and have introduced a number of initiatives, actions and programmes to reduce our gender pay gap.

Our ambition is to close the gap. To achieve this, we are committed to delivering initiatives to improve how we attract, engage and develop women as well as other under-represented groups.

Statutory Disclosures

Percentage of male / female employees	58% / 42%
Mean pay gap*	6.03%
Median pay gap	6.98%
Mean bonus gap	39.7%
Median bonus gap	26.7%
Percentage of males / females receiving bonus	90.5% / 91.7%

* positive figure denotes male pay is higher

% of males / females making up quartiles	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile	Total
Male	74%	54%	56%	48%	58%
Female	26%	46%	44%	52%	42%

Declaration

We confirm the information and data reported is accurate as of the snapshot date 5 April 2023.



Holly Elliott
Chief Financial Officer