

## **McMullen's of Herford Limited – Gender Pay Gap Report April 2022**

Under the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations, 2017, McMullen's of Hertford Limited are required to report and publish information on our gender pay gap as at, 5 April 2022

<b>MEDIAN GENDER PAY GAP</b>	<b>MEAN GENDER PAY GAP</b>
<b>4.1%</b>	<b>4.8%</b>
<i>The UK Median for full and part time employees in 2022 is reported as 8.3% (Source: Office for National Statistics subject to final analysis). McMullen's of Hertford Limited is reporting below this figure at 4.1%</i>	
<b>MEAN BONUS PAY GAP</b>	<b>MEDIAN BONUS PAY GAP</b>
<b>52%</b>	<b>14%</b>
<ul style="list-style-type: none"><li>• 66% of male employees received a bonus</li><li>• 67% of female employees received a bonus</li></ul>	

### **Quartile Results**

This calculation requires an employer to show the proportions of male and female full pay relevant employees in quartile pay bands.

<b>Pay Distribution</b>	<b>Male</b>	<b>Female</b>
Upper Quartile	56%	44%
Upper Middle	46%	54%
Lower Middle	36%	64%
Lower Quartile	45%	55%

Compared to our last report, there has been a decrease in our median and mean pay gap figures. A bonus scheme is available for all roles and although it's positive to see that bonus is being paid to an equal number of male and female team, and the median bonus pay gap has reduced significantly, there is still some way to go to make senior leadership roles in large businesses more attractive to females.

We continue to focus on people development and personal growth and 57% of our current General Managers are internally promoted and 40% of our General Managers are female.

Our current Assistant Manager population is made up of 54% females, we hope that with our strong internal development programme that these Assistant Managers will grow into General Manager positions. There continues to be a higher proportion of males in senior kitchen roles, although recruitment of back of house roles generally remains challenging, there has been a small increase in the number of female Assistant Kitchen Managers, and we will continue to look for ways to recruit more females.

In respect of all our team, we are striving to improve their work life balance and give them a working environment that allows personal growth, expression, and diversity.

**Heydon Mizon**  
**Managing Director**

**March 2023**