

McMullen's of Herford Limited – Gender Pay Gap Report April 2024

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 2024.

| MEDIAN GENDER PAY GAP | MEAN GENDER PAY GAP |
|--|----------------------------|
| 2% | 1.79% |
| <i>The gender pay gap has been declining slowly over time; over the last decade it has fallen by approximately a quarter among full-time employees, and in April 2024, it stood at 7.0%, down from 7.5% in 2023.</i> | |
| MEDIAN BONUS PAY GAP | MEAN BONUS PAY GAP |
| 20% | 44% |
| <ul style="list-style-type: none">• 82% of male employees received a bonus• 83% of female employees received a bonus | |

Quartile Results

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

| Pay Distribution | Male | Female |
|-------------------------|-------------|---------------|
| Upper Quartile | 43% | 57% |
| Upper Middle | 46% | 54% |
| Lower Middle | 44% | 56% |
| Lower Quartile | 50% | 50% |

Our pay gap continues to be below the UK average which is positive, and our pay distribution also reflects a slightly higher percentage of female team in our business (54%). It is encouraging to see that a greater number of our team are earning bonus – this suggests that our reduction in turnover means more team are employed at the time bonus is paid. A bonus scheme is available for all roles and although it's always good to see that bonus is being paid to an equal number of male and female team, there is still some way to go to make senior leadership roles in large businesses more attractive to females. Our population of Assistant Manager female team has increased by 10% to 64% since our last report which hopefully reflects the policies we have introduced, such as enhanced maternity / paternity pay for qualifying team.

There continues to be a higher proportion of males in senior kitchen roles, and recruitment of back of house roles is always challenging, we will continue to look for ways to train, promote and recruit more females.

We maintain our focus on people development and personal growth and 56% of our pubs are run by General Managers who have been internally promoted and 40% of our single management sites are operated by female General Managers.

As always for all our team we will continue our aim to improve work life balance and provide a positive working environment.

Heydon Mizon
Managing Director
April 2025