



GENDER PAY GAP REPORT APRIL 2025

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 2025.

| MEDIAN GENDER PAY GAP | MEAN GENDER PAY GAP |
|-----------------------|---------------------|
| 0.00% | 3.67% |

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 In April 2025 it stood at 6.9%, down from 7.1% in April 2024 (ONS Oct 2025)

| MEDIAN BONUS PAY GAP | MEAN BONUS PAY GAP |
|----------------------|--------------------|
| 25% | 37% |

78% of male employees received a bonus
81% 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 | 53% | 47% |
| Upper Middle | 47% | 53% |
| Lower Middle | 61% | 39% |
| Lower Quartile | 40% | 60% |



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Our pay gap at Macs continues to be significantly lower than the UK average and it is great to see that for another year over 75% of both male and female employees earned a bonus.

However, as a company we continue to find ways to both attract and retain women within senior leader positions. Our Assistant Manager population has risen by a further 3% to 67%, however we do not have gender parity at senior General Manager level yet. To progress this, we have implemented dual recruitment at senior manager level to ensure that any unconscious bias is eliminated and set up an internal forum to discuss the progression of women within both Macs and the industry.

Our bonus pay gap is driven by two factors, a larger percentage of male General Managers, and a significantly larger percentage of male Kitchen Managers. Back of house roles continue to be male dominated. However our Women's Working Group has aided the internal discussion of women within kitchen leadership roles, and our enhanced maternity package has supported senior kitchen leaders and encouraged a return to the workplace post maternity leave.

We maintain our focus on people development and personal growth and over 65% of our pubs are run by General Managers who have been internally promoted.

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
March 2026

