

# GENDER PAY GAP REPORT

2022



# Welcome to our Gender Pay Gap Report

At Mitchells & Butlers we have been serving with pride since 1898 and this starts with our people. We are proud to have a diverse, skilled and passionate workforce and we remain committed to creating job opportunities for everyone regardless of gender, through attracting and retaining the very best talent.

This is the fourth year that we've published our Gender Pay Gap Report on the Mitchells & Butlers website since reporting became mandatory in April 2018 for all companies with 250 or more employees. Due to the coronavirus our results for 2020 and 2021 were not representative of our actual workforce therefore, this year's results will be compared against our data in 2019 to see how we have progressed.

We are pleased to say that at M&B Group level, both our mean and median Gender Pay Gaps have reduced from **6.1%** and **3.2%** respectively in **2019** to **5.6%** and **2.2%** in **2022**. This has not only decreased from previous years but is also well below the UK National Average.

Here at M&B, we believe that focusing on equality, diversity and inclusion is our **responsibility** as an industry leader. We are proud of **the progress** we are making but recognise there is more that needs to be done. You can read more about our commitments and the initiatives we have in place on page 5.

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This report was approved and supported by Mitchells & Butlers' Chairman, Chief Executive and Group HR Director.

Bob Ivell, Chief Executive

Phil Urban, Chief Executive

Susan Martindale, Group HR Director

The data in this document is accurate and in line with Government reporting regulations.

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# Measuring our pay gap

### What is a gender pay gap?

The gender pay gap measures the difference between men and women's average hourly pay across the whole organisation, regardless of job. It is a legal requirement for companies with 250 or more employees to publish a gender pay report each year.

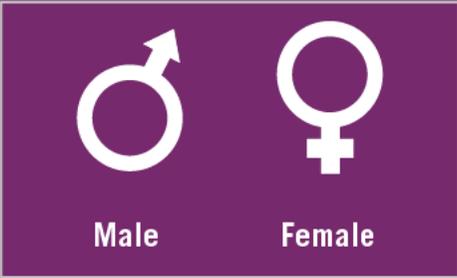
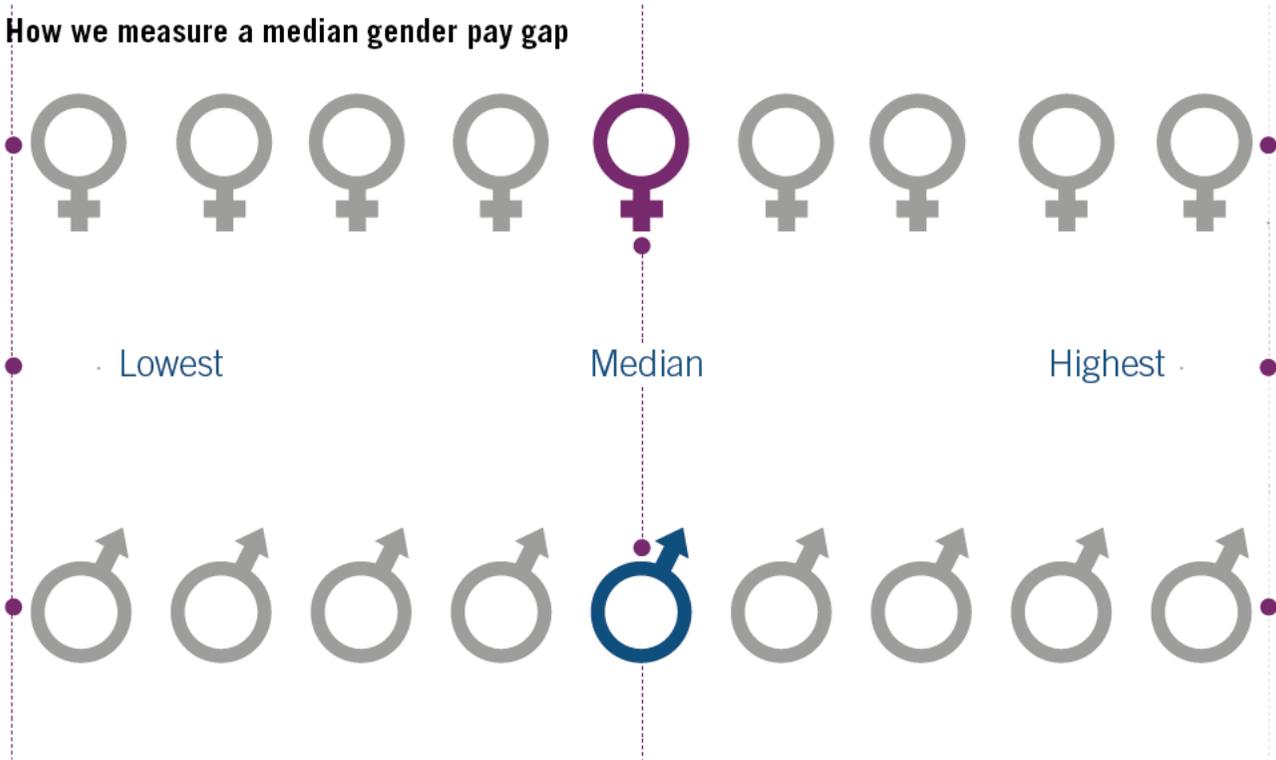
Gender pay should not be confused with equal pay. Equal pay is about ensuring that men and women undertaking an equal value of work should be paid a similar amount for that.

### How do we measure gender pay gaps?

If all of our employees were shown in a female line and a male line, in order of pay from lowest to highest, the median gender pay gap is the pay of the female in the middle of their line and the pay of the male in the middle of their line.

This year, the data is based on the April 2022 pay period covering the 5th April snapshot date, in addition to bonus data from the 12 month period prior to the snapshot date.

### How we measure a median gender pay gap



### How we measure a mean gender pay gap



Number of employees



Mean average pay

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# Understanding our pay gap

## 2022 Pay Gap

At M&B Group level, our overall median Gender Pay Gap has reduced to **2.2%**, from the **3.2%** we reported in **2019**. We have a mean pay gap of **5.6%**, a drop of **0.5%** on **2019's** gap of **6.1%**. Despite COVID-19, both of these figures show continuous improvement especially from the **5.2%** median and **8.1%** mean pay gap we reported in our first pay gap report in 2017. Our Group level figures compare favourably with the UK national average released by the Office of National Statistics (ONS) which was **8.3%** in April 2022.

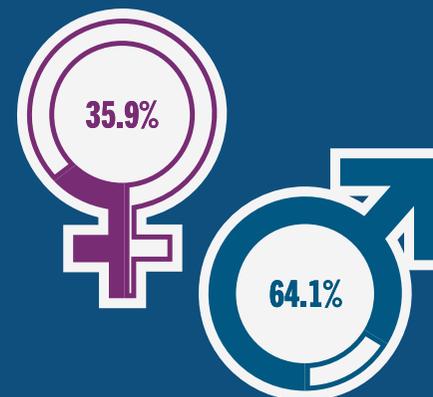
This reduction in our overall mean and median gender pay gap could be a result of higher pay increases for our hourly paid and lower banded salaried employees, which has a higher percentage of women in comparison to our higher branded salaried roles. M&B is a well-balanced business and overall there is an even split between male and females across the whole employee base. Within M&B, there is a greater proportion of males in senior management roles, which also impacts our gender pay gap.

## Our Pay Gap During the Covid-19 Pandemic

In 2020, we reported a mean Gender Pay gap of **29.3%** and our overall median gap was **17.3%**. Similarly, in 2021, our overall mean Gender Pay Gap was reported at **20.2%**, and **-13.1%** for our overall median pay gap. As previously mentioned, due to the COVID-19 pandemic the pay gap results were calculated based on those employees at work on the relevant day, and this meant that employees who were on furlough during these periods were excluded from the figures which is why the results are inconsistent with previous and current years.

## 2022 Bonus Pay Gap

% of men and women receiving a bonus



Our mean bonus gap is **11.0%** in favour of men, which is higher than our mean pay gap but is significantly less than it was in 2019, which was **33.5%**.

Therefore, despite a much smaller proportion of M&B employees receiving a bonus pay, the value of those bonuses was more equal than we have previously seen.

30% of our Executive Committee team are female, and 47% of the Exec Committee's direct reports are female too.

M&B remains committed to continuing to increase this as part of its established Diversity and Inclusion strategy.

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## M&B Group - Pay quartiles

The M&B Group figures are based on **35,928** employees split across the quartiles:

Lowest pay



Lower middle pay



Upper middle pay



Highest pay



### Key

Female



Male



# Our commitment to our Diversity and Inclusion agenda

we continue to be committed to drive **inclusion and diversity** agenda to ensure women and men remain equally valued within **Mitchells & Butlers**. We are continuing to be **committed** to reducing the gap by creating a culture which is **open and inclusive** so that all of our people can realise their full potential.

1

We are members of the **Women in Hospitality** group which supports and fosters career development of women within the hospitality industry.

2

We have completed an **Equality, Diversity & Inclusion** survey this year to find out more information about our employees. We will use the data from this survey to further develop our plans and priorities within this space.

3

We intend to establish a number of **affinity groups** within the company. These will be driven by our employees and will enable them to connect and support each other based on their shared characteristics or interests.





# Appendices

# Ha Ha Bar & Grill Ltd

At **Ha Ha Bar & Grill Ltd**, our overall median gender pay gap is **2.0%** in favour of men and we have a mean pay gap of **13.3%**.

## Pay Quartiles:



## Bonus Pay Gap

In terms of bonuses, the **Ha Ha Bar & Grill Ltd** mean bonus pay gap is **46.4%** and the median bonus pay gap is **54.6%** in favour of men.

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Bob Ivell, Chief Executive

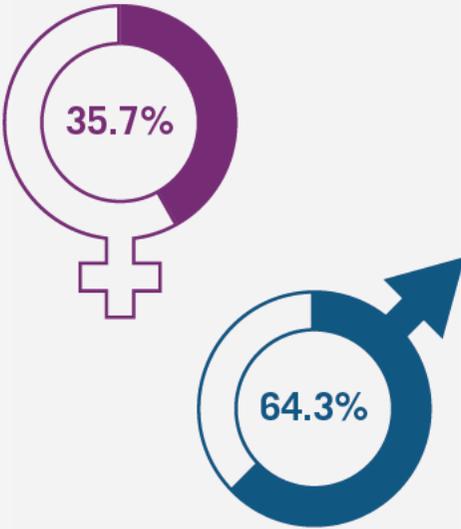
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% of men and women receiving a bonus:



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### Key

- Female
- Male

# Mitchells & Butlers Leisure Retail Ltd

At **Mitchells & Butlers Leisure Retail Ltd**, our overall median gender pay gap is **23.2%** in favour of men and we have a mean pay gap of **21.2%**.

## Pay Quartiles:



## Bonus Pay Gap

In terms of bonuses, the **Mitchells & Butlers Leisure Retail Ltd** mean bonus pay gap is **10.1%** and the median bonus pay gap is **6.3%** in favour of men.

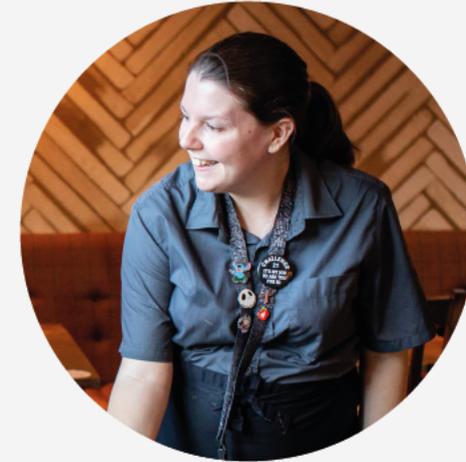
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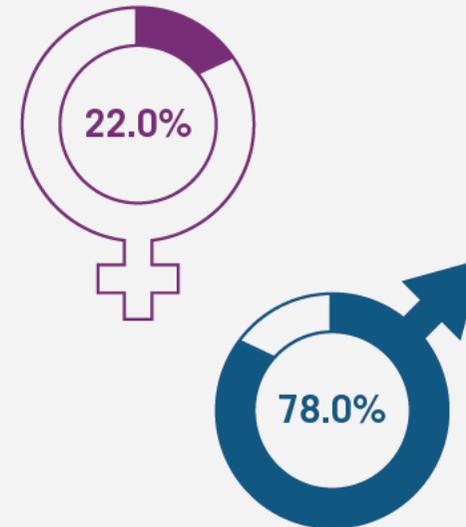
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% of men and women receiving a bonus:



### Key

Female



Male



# Mitchells & Butlers Retail Ltd

At **Mitchells & Butlers Retail Ltd**, our overall median gender pay gap is **2.0%** in favour of men and we have a mean pay gap of **2.8%**.

## Pay Quartiles:

Lowest pay

Lower middle pay

Upper middle pay

Highest pay



## Bonus Pay Gap

In terms of bonuses, the **Mitchells & Butlers Retail Ltd** mean bonus pay gap is **3.0%** and we have a median bonus pay gap of **0.0%** in favour of men.

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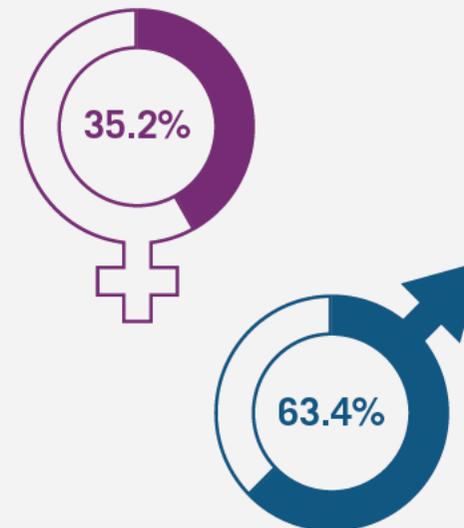
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% of men and women receiving a bonus:



Key

Female



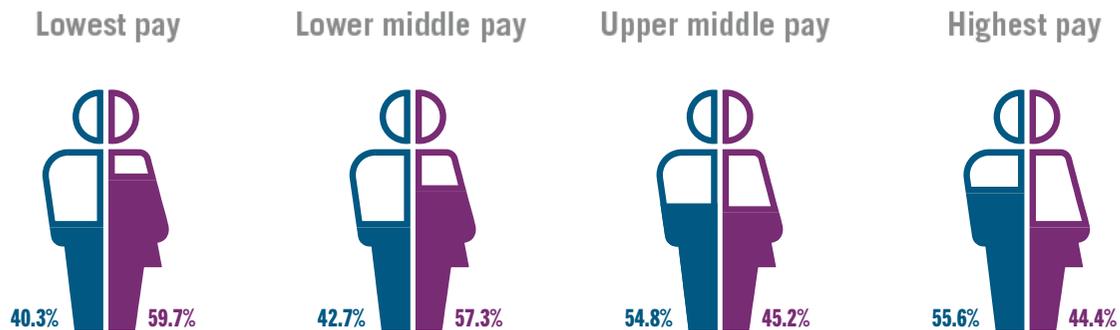
Male



# Mitchells & Butlers Retail (No. 2) Ltd

At **Mitchells & Butlers Retail (No. 2) Ltd**, our overall median gender pay gap is **2.9%** in favour of men and we have a mean pay gap of **6.8%**.

## Pay Quartiles:



## Bonus Pay Gap

In terms of bonuses, the **Mitchells & Butlers Retail (No. 2) Ltd** mean bonus pay gap is **33.1%** and we have a median bonus pay gap of **50.0%** in favour of men.

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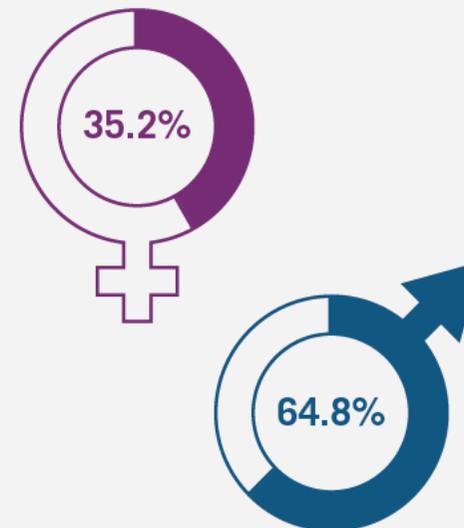
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% of men and women receiving a bonus:



### Key

Female



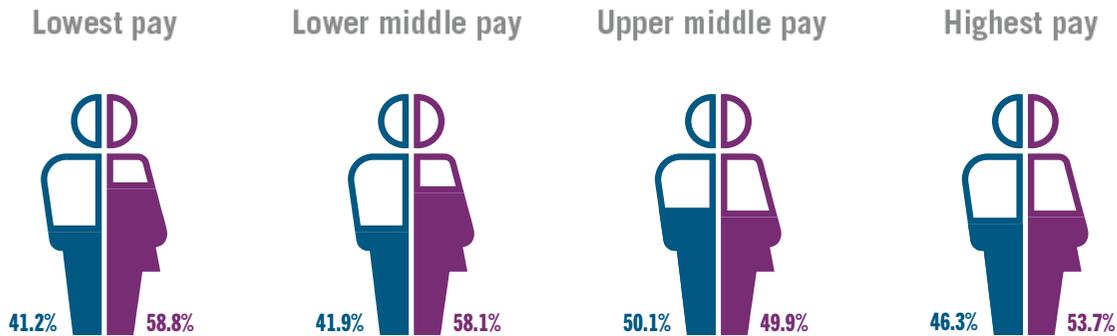
Male



# Orchid Pub & Dining Ltd

At **Orchid Pub & Dining Ltd**, our overall median gender pay gap is **1.2%** in favour of men and we have a mean pay gap of **-1.4%**.

## Pay Quartiles:



## Bonus Pay Gap

In terms of bonuses, **Orchid Pub & Dining Ltd** mean bonus gap is **-24.9%** and a median bonus pay gap of **0.0%** in favour of women.

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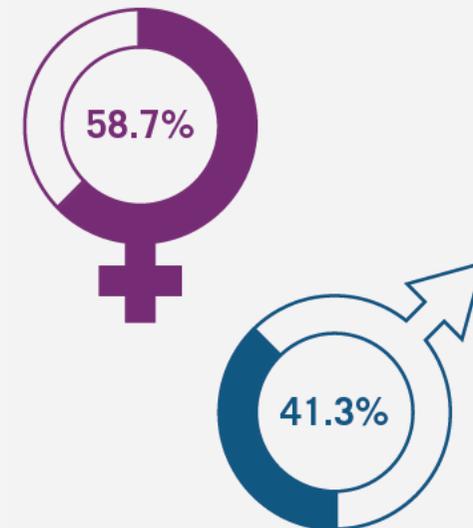
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% of men and women receiving a bonus:



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### Key

Female



Male

