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Gender Pay Gap Statement

Joseph Holt is a family business with a genuine focus on people and we are committed to ensuring that our employees are given a fair chance to fulfil their potential, without discrimination or prejudice. Our workforce is made up of an equal proportion of male and female employees. However, due to the flexible nature of work within hospitality, there is naturally, a higher proportion of female employees in the lower quartiles, many of whom are part-time. Like most businesses within our sector, we pay at least national minimum/living wage for roles. We look to train and progress all our employees.

Gender Pay and Bonus Gap

	Mean	Median
Difference between men and women	Average	Middle
Gender Pay Gap	20.6%	10%
Gender Bonus Gap	45.5%	63.5%

Our gender pay gap is 10% (median), which is lower than the current national average of 18.1% (median). The gender bonus gap reflects our workforce and that we currently have a higher proportion of male employees in our top pay quartiles that are eligible for a bonus payment.

The Proportion of Males and Females in Each Quartile Pay Band

Quartile	Female %	Male %
Upper Quartile	31.8%	68.2%
Upper Middle Quartile	39.3%	60.7%
Lower Middle Quartile	74.9%	25.1%
Lower Quartile	56.7%	43.3%

At Joseph Holt we continue to commit to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

We believe in paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, we shall:

- carry out pay and benefits audits at regular intervals;
- provide regular equal pay training for all managers and other staff members who are involved in pay reviews; and
- evaluate job roles and pay grades as necessary to ensure a fair structure.

Joseph Holt is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather it is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

We will continue to invest in our employees and offer full support throughout their career with an emphasis on continued learning and development. We remain committed to ensuring that all of our employees are given a fair chance to fulfil their potential, without discrimination or prejudice.

Tom Dempsey
Operations Director

