

LOUNGERS

Loungers UK Limited - Gender Pay Gap Report

In accordance with gender pay gap reporting regulations we are publishing our statistics for 2022.

These statistics look at the difference in the average mean and median hourly rates of pay and bonus pay for male and female employees, regardless of their role or seniority. The statistics are based on the prescribed snapshot date of 5 April 2022.

The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings for men and women.

To calculate the median, all hourly rates in the sample are lined up from highest to lowest for men and for women and the median is the middle rate for men and for women.

By April 2022, all sites were open and operating normally after the disruption caused by Covid-19. This compared with the prior year's snapshot in April 2021 when the country was in national lockdown measures which included the closure of all Hospitality businesses for anything other than takeaway. As a result, on 5 April 2021 all of our Lounge and Cosy Club sites were closed and all our site-based staff were being supported by the Government's furlough scheme.

The 2021 Gender Pay Gap figures therefore include only HQ staff who continued working throughout the Government lockdowns. This population accounts for less than 2% of the total Loungers workforce and therefore was not representative of our business' gender pay gap position as a whole.

The last period in which we had truly comparable results was 2019. Compared with 2019 we have seen modest improvements in many metrics and are pleased that this indicates a positive direction of travel.

Mean pay gap

9% (2021: 22%, 2019: 9%)

Median pay gap

3% (2021: 12%, 2019: 4%)

We are confident we pay men and women the same amount for doing equivalent work, but in common with many employers, we have more men than women in senior positions and this creates a gender pay gap. In a similar theme, given the structure of our employee base with more men in senior positions means that the proportion of men who receive a bonus is higher than women.

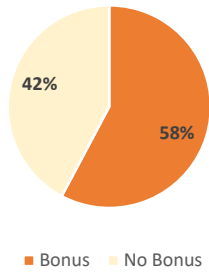
Mean bonus gap

43% (2021: 49%, 2019: 47%)

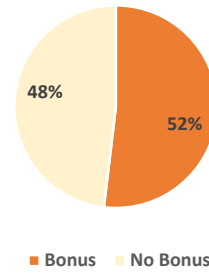
Median bonus gap

45% (2021: 92%, 2019: 45%)

Proportion of Men Receiving a Bonus in 2022

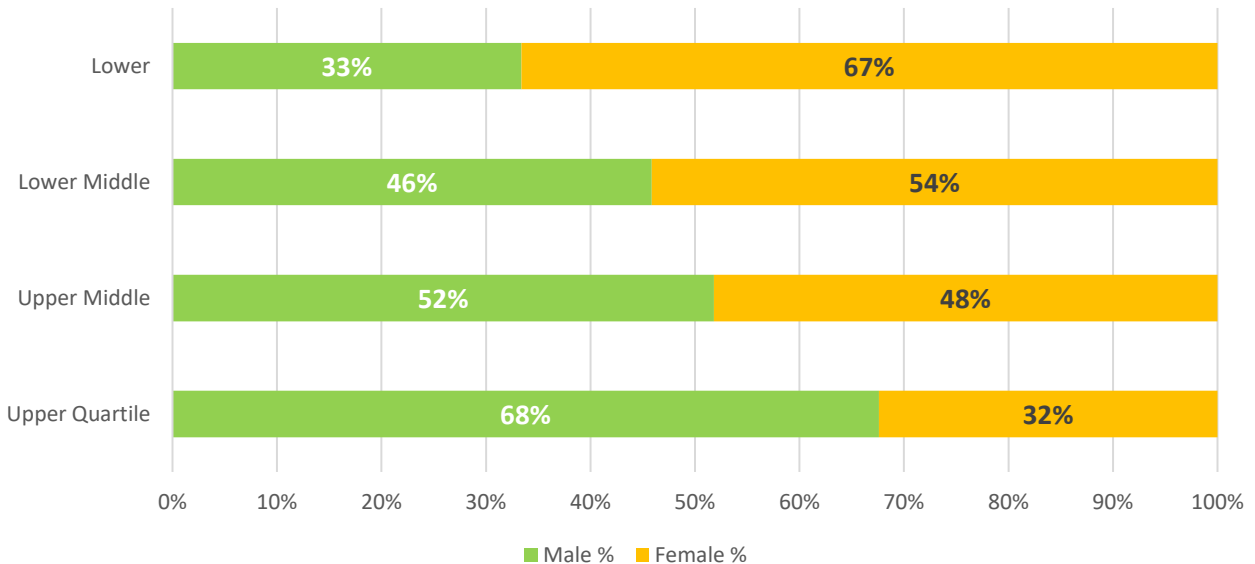


Proportion of Women Receiving a Bonus in 2022



Proportion of men and women in each quartile

Proportion of Men & Women in each quartile (Apr-22)



As we have previously stated, there is no complacency at Loungers regarding the outcome of this analysis. We continue to look at our population through the lens of gender whenever conducting reviews of pay and succession planning, and we remain committed to lowering the pay gap by encouraging and supporting women in the workforce to have successful and fulfilling careers in our business.

Gregor Grant
CFO

April 2023