

LOUNGERS

Loungers UK Limited - Gender Pay Gap Report

In accordance with gender pay gap reporting regulations we are publishing our statistics for 2024.

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 2024.

For comparison purposes, we've included April 2023.

The mean pay gap is the difference between average hourly earnings of men and women. It is calculated by taking the average pay of all of our male employees combined and comparing this to the average pay of all of our female employees.

The median pay gap is the difference between the midpoints in the ranges of hourly earnings for men and women. A way of explaining this is if we were to line up our male and female employees in two different lines, from the lowest to the highest paid then the pay of the employee in the middle is the median.

Mean pay gap

12% (2023: 9%)

Median pay gap

5% (2023: 3%)

The mean pay gap of 12% means that there is a 12% average difference in the mean pay of men and women.

The median pay gap of 5% means that there is a 5% difference in the median pay rates between the 'middle' man and the 'middle' women. To explain this another way, male employees are paid £1.05p and female employees are paid £1.00.

Although there is a mean and median pay gap, we are very 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 who are paid more.

Since the date this data was taken on the 04th April 2024, we're proud of additional steps we've taken.

- Continuing to report on the % of Women in Senior Positions in our through our 'Good Stuff' forum and having clear targets in place to reach at least 40% of Women in Senior Positions over the next 5 years.
- Completing our first Women's Leadership programme targeted at developing internal female leaders.
- Through our internal Assistant Manager to General Manager development programmes, having a ratio of 51% female participants our 2024 and Spring 2025 cohorts.

Mean bonus gap

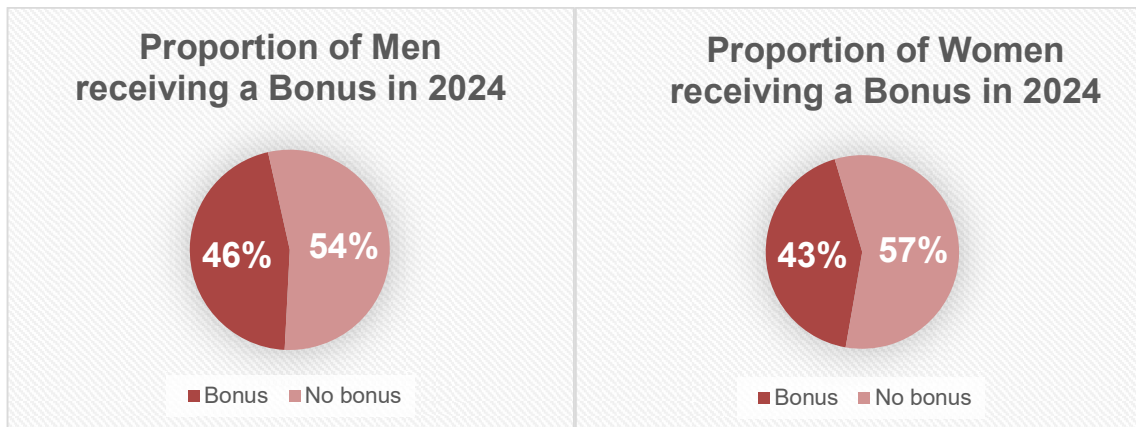
54% (2023: 63%)

Median bonus gap

51% (2023: 50%)

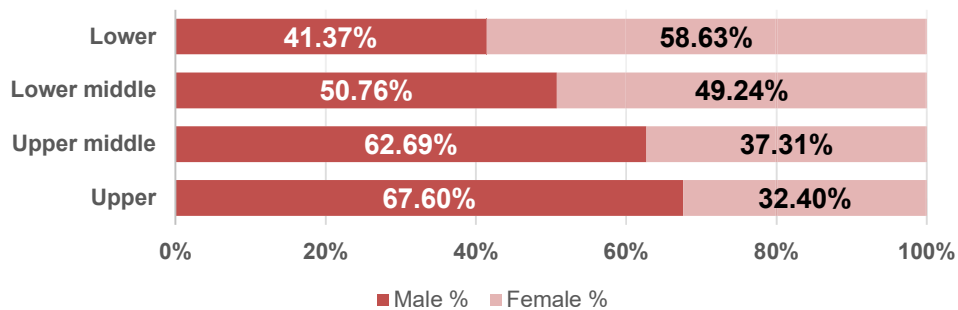
The difference between the mean bonus earned by men and women is 54% in 2024. Similarly to the Mean Pay Gap the main driver of the gap is due to the structure of our employee base with more men than women in our most senior roles which have a higher bonus opportunity. We are confident we have equal bonus opportunities for Men and Women doing equivalent job roles which you can see by very comparable numbers of Men and Women who are eligible for a bonus.

In all areas of our business, we continue to focus on representation, through recruitment practices and talent pipelining, alongside creating an environment where people of any gender can be their best and reach their full potential. We're proud that in our last engagement survey in October 2024, on the statement 'I feel accepted and can be myself', those who answered 'agree' and 'strongly agree' was 84%. More details of which can be seen in 'The Good Stuff Report' 2024.



Proportion of men and women in each quartile

PROPORTION OF MEN & WOMEN IN EACH QUARTILE (APR-24)



The reason there is a significantly higher % of women in the lower quartile ("LQ"), is

because of the structure of our employee base, with a higher mix of front of house roles than back of house roles in the LQ (71%) and more of these are held by women (70%).

Typically, our entry pay rates for back of house roles (which are kitchen based roles) are higher than those for front of house roles because of industry challenges in the recruitment of Chefs, and this is what creates the statistic that there is a smaller percentage of men in the LQ.

Here at Loungers, there is no complacency regarding the outcome of this analysis, 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.

Guy Youll

Guy Youll
Chief People Officer
April 2025