

Gender Pay Gap Report

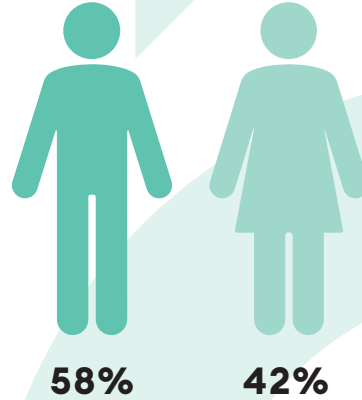
- APRIL 2020 -

From April 2019, UK Government regulations require Buzzworks Holdings Ltd to report their gender pay gap. Buzzworks Holdings Ltd employed 385 relevant employees within both Buzzworks Hospitality Ltd and Buzzworks Inns Ltd as of 5th April 2019.

The gender pay gap report for Buzzworks Holdings Ltd shows the difference between average pay for both women and men across this population.

A number of calculations are requested by the Government Equalities Office with respect to both male and female base pay and bonuses in this population and these are summarised below with respect to this years' report:

EMPLOYMENT RATIO

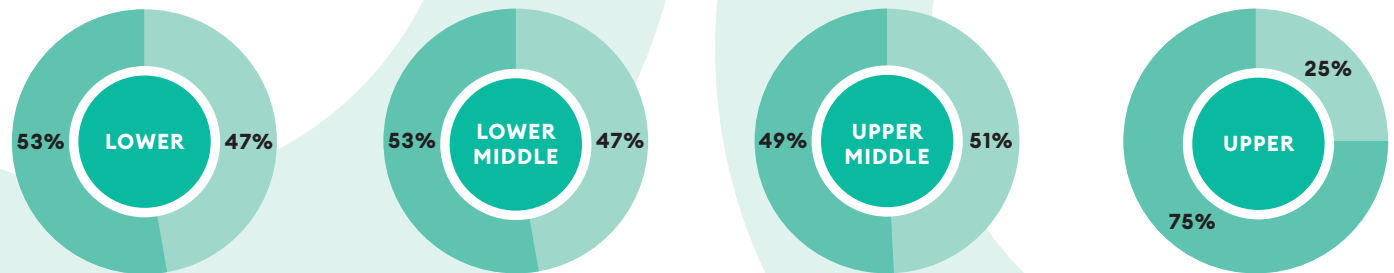


MEAN & MEDIAN DIFFERENCE IN BASIC PAY

MEAN
5%

MEDIAN
0%

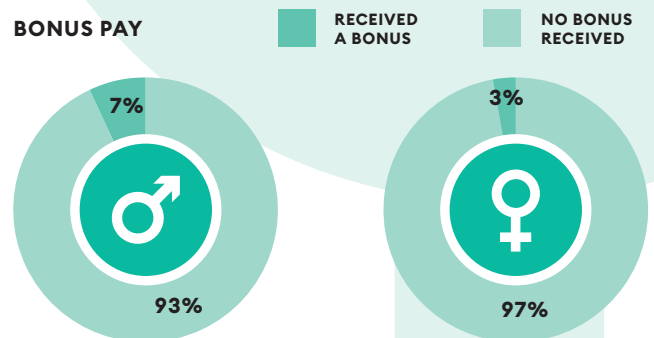
PERCENTAGE OF MALES / FEMALES IN PAY QUARTILES



BONUS PAY - MEAN & MEDIAN



BONUS PAY



“ The majority of employees within Buzzworks Holdings are male; a reflection of a higher proportion of males being employed in the Kitchen area of the business. This report is therefore strongly influenced by this gender split.

Buzzworks Holdings Ltd is fully committed to continuing to attract and develop women to our business across all disciplines. Indeed we are proud of the number of women whose careers have progressed with us over a number of years and who now hold senior roles in the company. Gender equality will continue to be a key focus for our business moving forwards.

Kenny Blair
Managing Director

