

Buzzworks

GENDER PAY GAP REPORT

APRIL 2023

From April 2020, UK Government regulations require Buzzworks Holdings Ltd to report their gender pay gap. Buzzworks Holdings Ltd employed 458 relevant employees within both Buzzworks Hospitality Ltd and Buzzworks Inns Ltd as of 5th April 2022.

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 with respect to this years' report:

EMPLOYMENT RATIO



MALE
55%

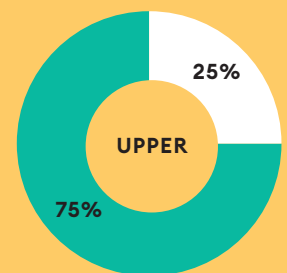
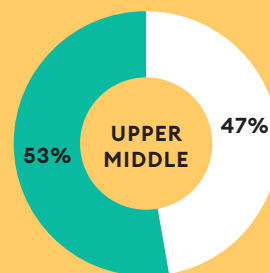
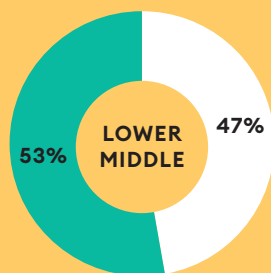
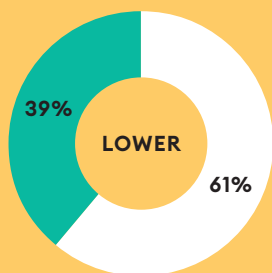
FEMALE
45%

MEAN & MEDIAN DIFFERENCE IN BASIC PAY

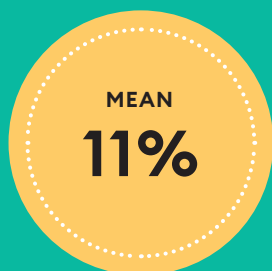
MEAN
12%

MEDIAN
0%

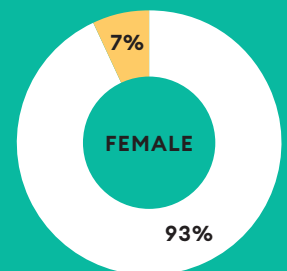
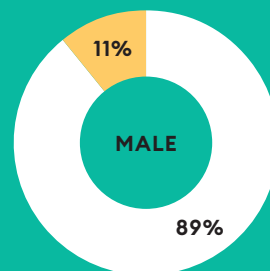
PERCENTAGE OF MALES / FEMALES IN PAY QUARTILES



BONUS PAY – MEAN & MEDIAN



BONUS PAY



“ The data in this report is affected by a much higher proportion of men choosing a career in the kitchen area of our business.

Through our recruitment process, we are committed to attracting both males and females across all roles. We also encourage everyone in our business, no matter what their gender, to develop and progress and take part in our wide range of training.

We are proud of the number of women who have progressed in their careers with us and hold senior roles in our business. The Gender Pay gap will continue to be a focus for us to become a more equal workplace.



Kenny Blair
MANAGING DIRECTOR