



## **GENDER PAY GAP REPORT: MARCH 2024**

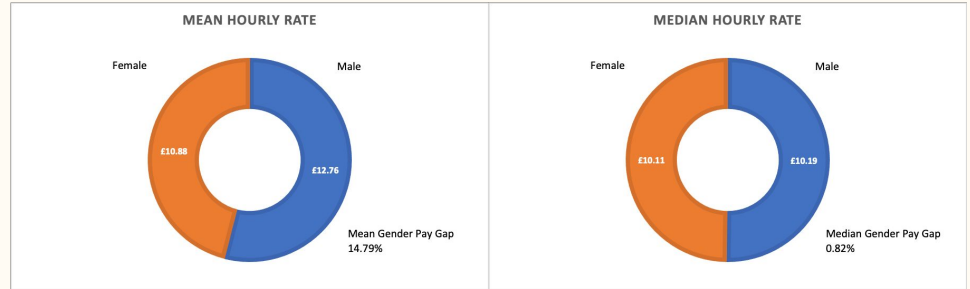
DECLARATION We confirm that the data and information reported are accurate as of the snapshot date of 5 April 2023 and have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Information) Regulations 2017."

# GENDER PAY GAP

Simmons Bars is a London-based chain of bars, serving fun and affordable cocktails across 23 sites. In 2023 we opened a new venue in Shoreditch, growing the business to employ over 350 people. We are publishing our second Gender Pay Gap Report.

At Simmons, everyone is paid for the role they have in the team, with bonuses paid based on venue and overall company performance. No other factors affect an employee's remuneration.

Simmons does have a gender pay gap. The mean pay gap is 14.7%, a reduction of 5.6% on the previous year while the median pay gap is 0.82% a reduction of 1.95% on the previous year. We believe the median figure to be more representative of the pay gap at Simmons as it is not affected by outliers at the top or bottom of the pay range, however, it is noted that our mean pay gap sits above the industry average.

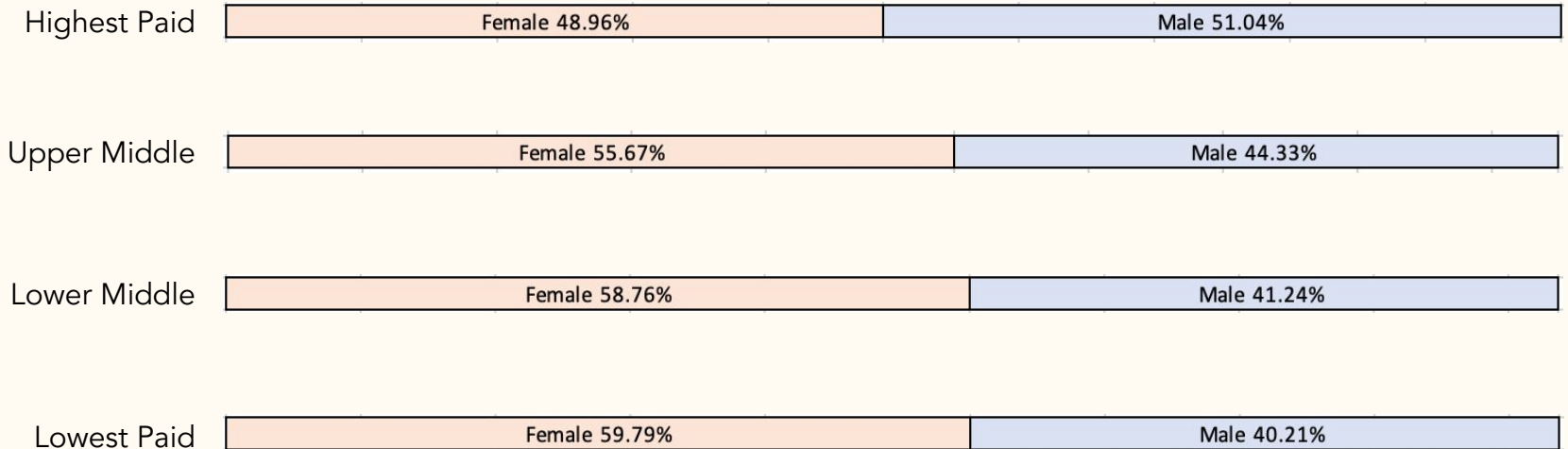


The late-night nature of a number of our sites lends itself to a more male-led management team.

We have worked to address this and have made three female appointments into senior positions in the business as we continue to expand and grow.

# HOURLY PAY QUARTILES

The proportion of male and female employees are split into quartile bands based on their hourly pay. The banding illustrates that our highest-paid roles are nearly evenly split between male and female employees. We have more women in our lower paid roles, reflecting the majority female demographic of our non-management bar staff.



# BONUS PAYMENTS

A larger number of women were given a bonus during the year (34 men vs 45 women), proportionally more men received a payment (19.5% men vs 18.9% women). The mean bonus pay gap is significant at 75.13% which is due to more senior leadership roles currently filled by males rather than females, something which we will look to address in coming years.

