



## **GENDER PAY GAP REPORT: MARCH 2025**

This report uses data taken on the snapshot date of 05 April 2024.  
I confirm that the data published in this report is accurate.

**NICK CAMPBELL, CEO & FOUNDER**

# GENDER PAY GAP

Simmons Bars is a UK-based chain of bars, serving fun and affordable cocktails across 23 sites, with 22 in London and in October of 2024 we opened a new venue in Manchester, growing the business to employ 315 people. We are publishing our third 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 10.8%, a reduction of 3.9% on the previous year while the median pay gap is 4.4%, an increase of 3.5% 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.



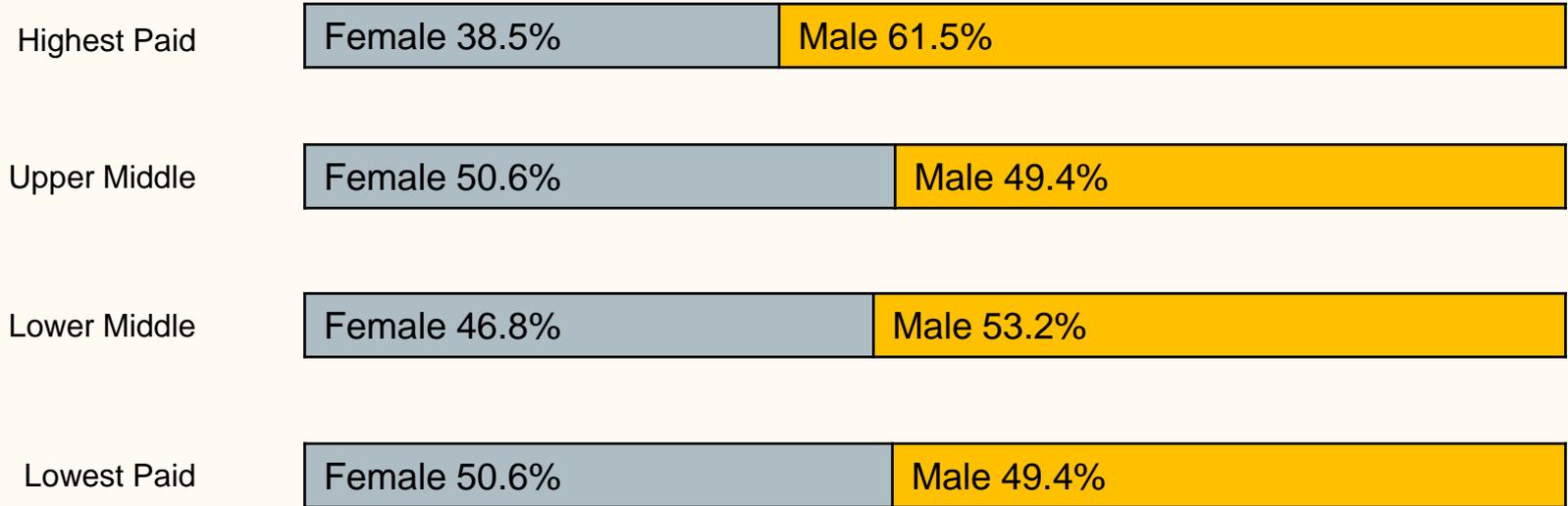
Mean Gender Pay Gap 10.77%

Median Gender Pay Gap 4.4%

The late-night nature of a number of our sites lends itself to a more male-led management team, and our leadership teams are also predominantly male. 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

During the year 56 men and 40 women were paid a bonus. Proportionally more men received a payment (**29%** men vs **21.8%** women). The mean bonus pay gap is significant at 51.99%, a reduction of 23.14% on last years **75.13%**, which is due to demographic factors such as there being more males than females at higher pay rates. The Median result shows that there has been a swing in favour of female employees.

