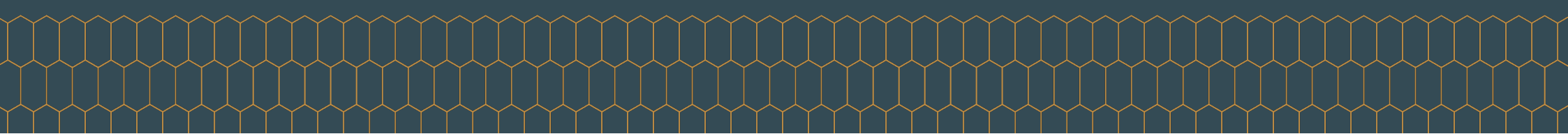


EST. 1847

SEARCYS

LONDON

Gender Pay Gap Report
2022



WHAT IS *Gender Pay Gap Reporting?*

SEARCYS *Gender Pay Results*

SEARCYS *Actions and Commitments*

SEARCYS *Commentary and Focus*



WHAT IS *Gender Pay Gap Report?*

The Gender Pay Gap Reporting is defined as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime).

What's included in our calculations:

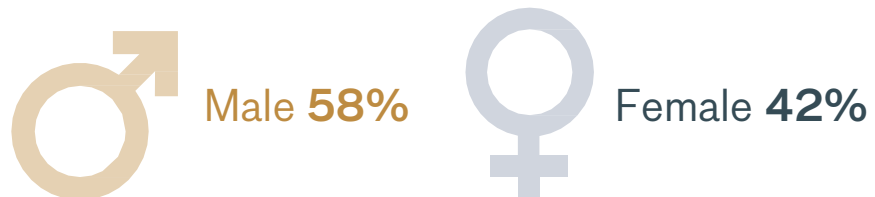
Calculations of mean and median pay and of quartile pay bands are based on data from April 2022 only, including ordinary pay and bonus pay.

Our data represents our population of 42% female and 58% male (April 2022). This includes 710 people across 21 Searcys locations.

Report requirements

Gender pay gap legislation requires employers in the United Kingdom with 250 employees or more to calculate and publish on an annual basis gender pay gap data. This must be based on figures taken on the 5th of April each year. The specific information we are required to publish needs to include:

- Mean and median gender pay gap (based on an hourly rate of pay on 5 April 2022).
- Mean and median bonus gender pay gap (considers bonus pay received in the 12 months leading up to 5 April 2022).
- Proportion of men and women receiving a bonus payment.
- Proportion of men and women in each quartile pay band (looking at the proportion in 4 pay bands when we divide our workforce into four equal parts).
- The gender pay gap is expressed as a percentage of male earnings (e.g. women earn x % less than men).



The **mean** pay gap is a difference in the arithmetic average hourly pay for one group compared to the other, within our organisation (men compared to women). This is calculated by adding up all the hourly rates separately for males and females and dividing by the total number of results in each list.

The **median** gap represents the middle point of a population. If we lined up all our women and all our men in order of the hourly rate at which they are paid, the median pay gap is the difference between the hourly rate for the middle woman compared to that of the middle man.

The **mean** and **median** are important metrics and need to be looked at together.

Our commitment is to ensure that we provide an inclusive place to work for our teams sits at the very heart of our business.

We value the contribution of all our teams regardless of their gender identity.

In 2022 Searcys made good progress in reducing the gender pay gap and we continue to make improvements as we realise that there is still more we must do.

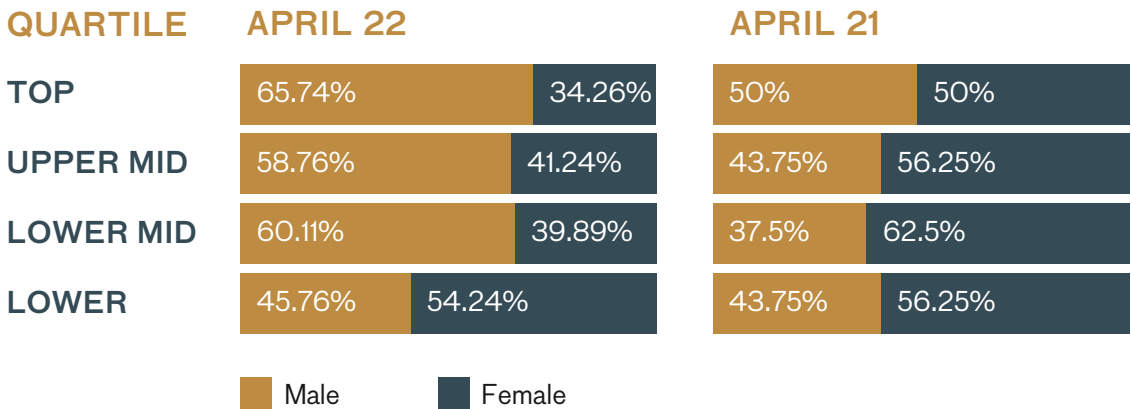


SEARCYS *Results*

SEARCYS GENDER PAY GAP *Results*

Gender Pay Gap	April 22	April 21
Mean	14.3%	23.68%
Median	6.65%	17.74%
Bonus Pay Gap		
Mean	22.82%	29.73%
Median	32.12%	47.62%
% employees receiving a bonus		
Male	13.8%	3.7%
Female	13.7%	3.7%

PROPORTION OF MALES AND FEMALES BY PAY QUARTILE



MEAN GENDER PAY GAP

The Mean Gender Pay Gap is **14.3%**

MEDIAN GENDER PAY GAP

The Median Gender Pay Gap is **6.65%**



SEARCYS GENDER PAY GAP *Results*



We recognise that driving gender representation within Searcys is a key component of championing a diverse culture and it is great to see that our gender pay gap has reduced from the previous year.

Our mean gender pay gap has improved, currently standing at 14.3%. This compares to 23.68% in 2021.

Our median gender pay gap has shown a significant change too, moving from 17.74% in 2021 to 6.65% in 2022.

The reduction this year due to the shift in the proportion of men and women in the highest and lowest pay quartiles following a successful bounce back from the pandemic in 2022.

The difference between mean and median pay gap provides valuable insight. A group of high male earners makes our mean figure higher than the median.

We can also see a decrease in the bonus pay gap from 2021.

We have a gender pay gap, and we know why.

We have fewer women in leadership roles and a higher proportion of women in entry level positions. While we have made significant progress at senior levels, we know it's equally important our actions take effect throughout the organisation. Only a more balanced distribution across Searcys will close the gap.

We remain committed to attracting, developing and retaining more diverse talent, including creating a pipeline of female talent and recruiting a higher proportion of women into senior roles.

We are identifying and removing potential barriers to increase the number of female General Managers across our venues.

We are continuing to make good progress in building an inclusive, equitable culture that champions diversity at Searcys.

SEARCYS *Actions and Commitments*

The actions we are taking improve our gender representation fall into three areas:

Recruitment

We encourage the attraction of females and people from other under represented groups when we are selecting talent to join from outside of our business. We partner with a number of charities and organisations to ensure this remains our continued focus.

We monitor and track the diversity of all applicants through our Applicant Tracking System, ensuring that we can now increase opportunities in roles from under represented groups.

Our recruitment selection panels have equal representation of genders that will make decision on leadership appointments.

Retention

We will establish a Women Employee Network this year.

Each year we ensure that there is equal representation for team members on leadership programmes.

We will launch our employee engagement survey specifically centred around measuring and understanding diversity and inclusion this year.

We are providing a guide and support offer for our team members and any partners who may be affected by the menopause.

We are committed to helping all our team members to find the perfect work-life balance. We are continuously reviewing our family leave policies.

We will enhance our family friendly benefits including maternity and paternity. Our focus will be to support and encourage women back into work.

We will sign the Fertility Charter in 2023.

Progression

Every member of our leadership team has a DE&I-focused goal.

We are working towards 40% senior female leaders by 2026.

We will launch mentoring and reverse mentoring programme in 2023.

We now monitor our gender pay gap on a monthly basis and aim to reduce the gender pay gap to less than 10% by 2027.

Declaration – I confirm that the information in this statement is accurate



Paul Jackson
Managing Director

SEARCYS *Commentary and Focus*



Commentary

2020 proved incredibly challenging due to the pandemic, however we remain committed to maintain an inclusive place of work.

We recognise that in certain roles there is an imbalance between male and females. We ensure that we recruit, retain and develop our teams irrespective of their gender.

We have always ensured that we have an inclusive team and one that represents today's communities.

The Searcys pay gap has improved from 2019 and we are committed to improving this trend.

Our leadership team is now 45% female.

Our focus

Searcys are proud to be an active member in the WiHTL (Women in Hospitality, Tourism and Leisure).

We are always exploring methods to understand more from our teams their lived experience as a woman in Searcys.

When appointing new people into our business, everyone is benchmarked to ensure no group is disadvantaged.

Annual review of all of our policies are conducted ensuring these are updated, relevant and that no group is again disadvantaged in any way.

Searcys are actively involved in the WSH ESG committee.

Declaration – I confirm that the information in this statement is accurate

A handwritten signature in black ink, appearing to read 'P. Jackson'.

Paul Jackson
Managing Director