



GENDER PAY GAP REPORT: FEBRUARY 2023

This report uses data taken on the snapshot date of 05 April 2022.
I confirm that the data published in this report is accurate.

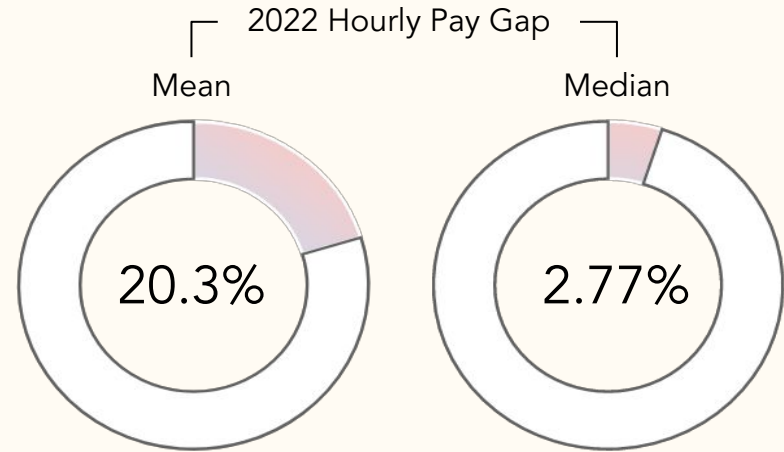
NICK CAMPBELL, CEO & FOUNDER

GENDER PAY GAP

Simmons Bars is a London-based chain of bars, serving fun and affordable cocktails across 25 sites. In 2022 we opened five new venues, growing the business to employ over 250 people and, as a result, this year we are publishing our first 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.

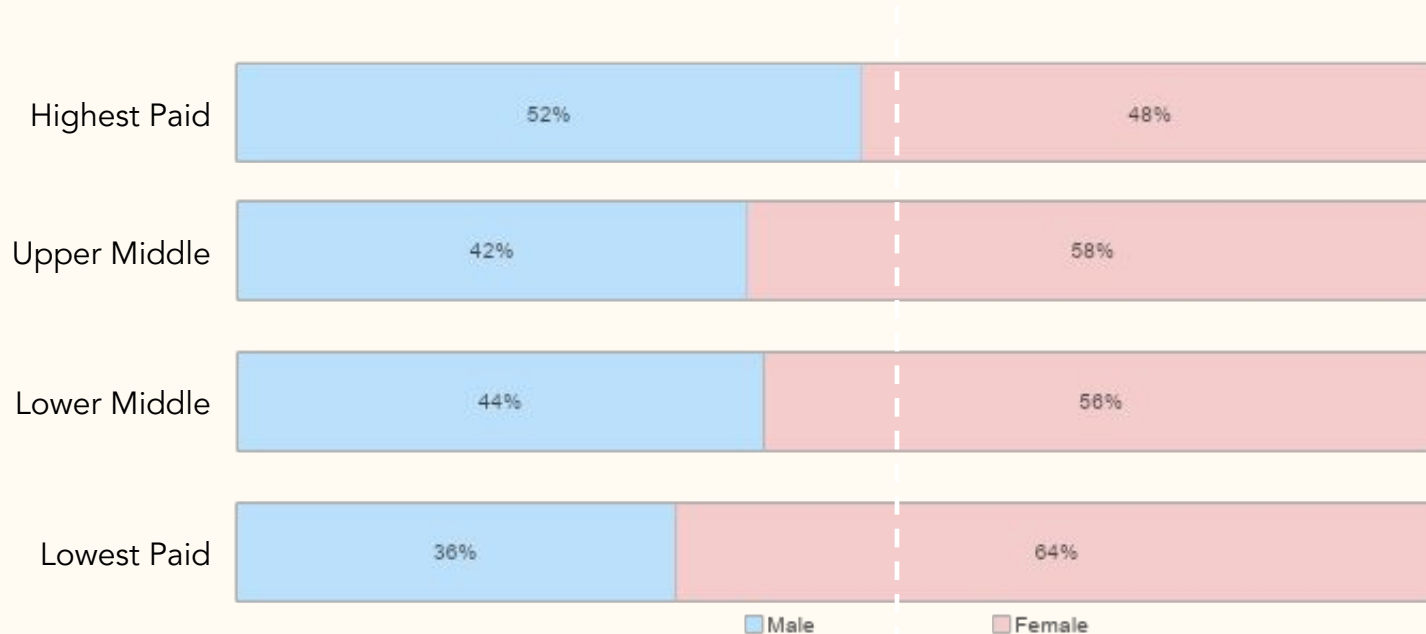
Simmons does have a gender pay gap. The mean pay gap is 20.3% while the median pay gap is 2.77%. We believe the median figure to be more representative of the pay gap at Simmons as it is not affected by outliers at the top or bottom of the pay range, however, it is noted that our mean pay gap sits above the industry average.



The late-night nature of a number of our sites lends itself to a more male-led management team, and our leadership teams are also predominantly male. We will work to address this and better facilitate female progression into senior positions in the coming years 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

While a similar number of men and women were given a bonus during the year (24 men vs 23 women), proportionally more men received a payment (19% men vs 11.8% women). The mean bonus pay gap is significant at 69.2%, which is due to demographic factors such as there being more males than females at higher pay rates.

