

NIGHTCAP

GENDER PAY GAP
REPORT '24



WELCOME TO OUR GENDER PAYGAP REPORT

In compliance with gender pay gap reporting regulations, we are pleased to present our 2023 statistics. These statistics provide an in-depth analysis of the average mean and median hourly rates of pay and bonus pay between male and female employees, regardless of their role or seniority.

The results encompass all employees within Nightcap PLC and its subsidiaries.

This report was approved and supported by Nightcap PLC Group People Director.

A. Dilks

Adam Dilks
Group People Director

BACKGROUND

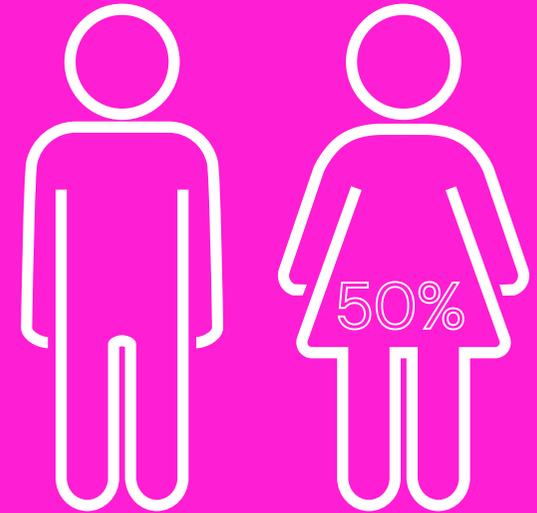
Nightcap was founded in 2020 and has acquired London Cocktail Club, The Adventure Bar Group, Barrio Bars, and Dirty Martini and has become a key player in the hospitality sector. The business has encountered significant disruptions since inception due to factors such as Brexit, the Covid-19 pandemic, as well as industrial action. Nightcap has a steadfast determination to weather these challenges and through has continued to make marked improvements on closing the gender pay gap.

At the time of the publication of this report, women make up 45% of the workforce and 50% of the Group Executive Board.

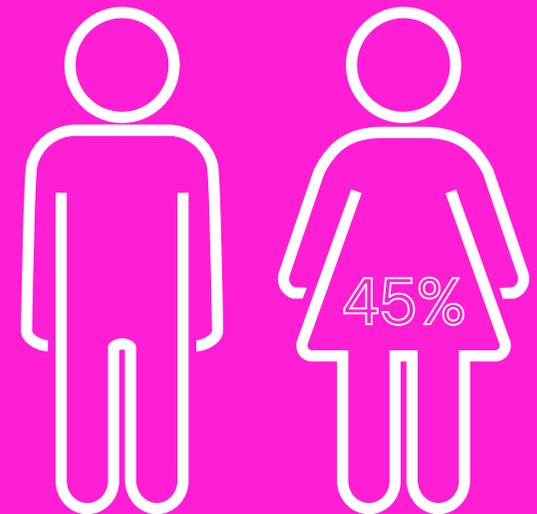
At Nightcap, we are deeply committed to the professional growth of all our employees and operating in a fair and transparent manner. Our foundational principle is that progression should be based on talent and ambition, rather than any other factors. To emphasise this commitment, we are currently developing management and leadership development programs, which serve to illustrate our dedication to becoming an employer that offers equal opportunities to all.

We are thrilled to have been honoured with the Best Late-Night Operator award as well as Business Leader of the Year award for our Chief Executive Officer, Sarah Willingham, at the prestigious Publican Awards in 2023.

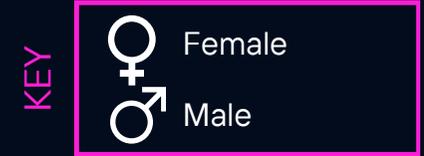
GROUP EXECUTIVE BOARD



TOTAL WORKFORCE



METHODOLOGY



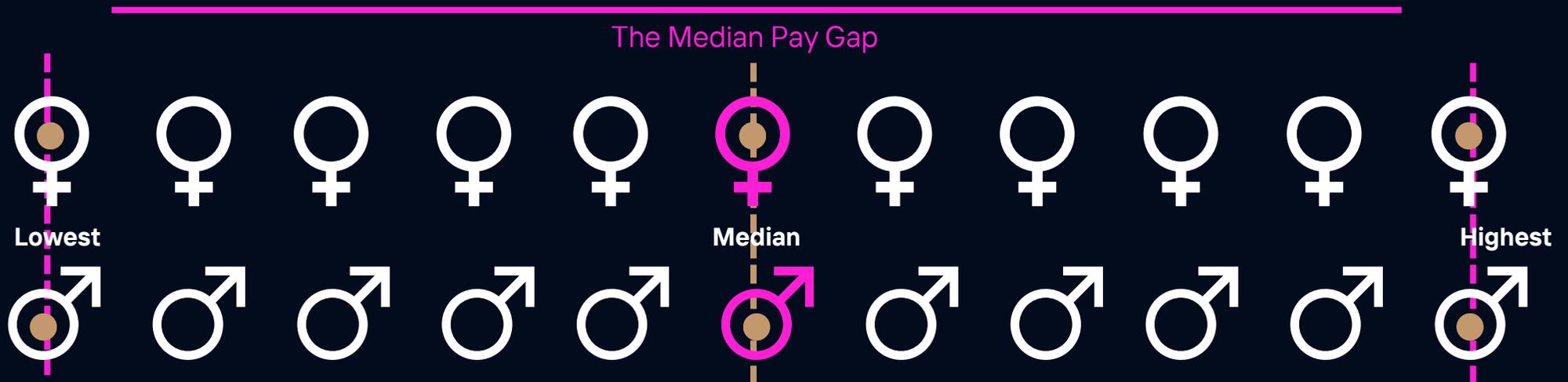
The gender pay gap serves as a metric for measuring equality by examining any disparity in average earnings between men and women throughout our organisation. This gap is expressed as a percentage of men's earnings and is calculated in two ways: the mean and median.

Calculating the mean gap involves determining the average pay for all women and men respectively. The difference between these two average figures is divided by the average pay for men, and the result is multiplied by 100 to derive the mean gap as a percentage.

The median gap is calculated by arranging payments made to women in descending order, as well as payments made to men. The middle hourly pay rates for both genders are identified, and the difference between these two rates is divided by the male hourly pay rate. Consequently, the result is multiplied by 100 to obtain the median gap as a percentage.

Similarly, the gender bonus pay gap is an equality measure that examines the disparity in bonus payments earned by men and women over the course of a year. This gap is also expressed as a percentage of men's bonus earnings and is recorded using the mean and median calculations.

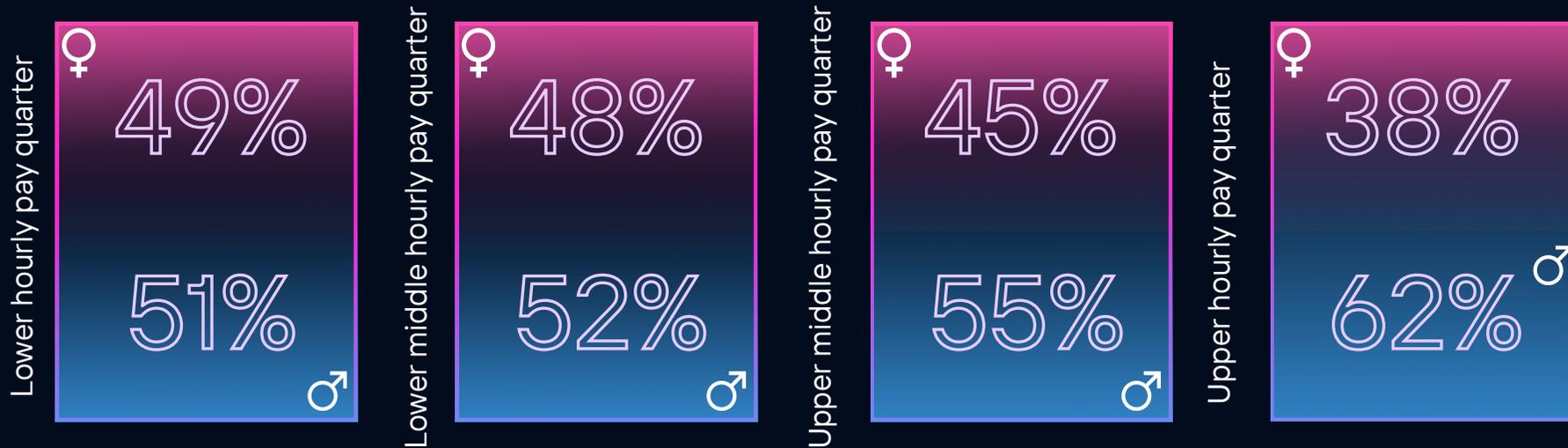
It is important to note that the gender pay gap should not be confused with equal pay, which focuses on assessing whether men and women in the same employment receive comparable compensation for performing either the same job or work of equivalent value.



OUR FINDINGS

We prioritise ensuring fair remuneration for all employees based on their work contributions. Therefore, we report an improved mean gender pay gap of 7.6%, which is lower than the UK average of 7.7%.

Percentage of Women and Men in each hourly pay quarter



OUR FINDINGS

MEAN GENDER PAY

7.6%

The results indicate for our mean pay gap reveals that on average males are paid £1.07 more an hour than females.

This means for every £1 a male at earns at Nightcap, a female earns 93p

MEDIAN GENDER PAY GAP FOR HOURLY

3.4%

The median pay gap reveals that on average males are paid 37p more an hour than females

This means for every £1 a male earns at Nightcap, a female earns 97p

PERCENTAGE OF MEN AND WOMEN RECEIVING BONUS PAY

19%

Of all employees received a bonus.

MEAN GENDER PAY GAP FOR BONUS PAY

-34%

The mean average pay gap for bonus pay was in favour of females.

The gender pay gap for bonuses can be attributed to the organisation's profit-led bonus scheme, which is available to both our venue management teams and support team. The larger disparity in the mean gap is a result of a higher number of females holding senior positions within support team.

In line with our unwavering dedication to advancing our people strategy and promoting diversity, we have amplified our People function in 2023. We will persistently empower women and actively work towards reducing the gender pay gap further by providing them with encouragement, support, and opportunities for growth and progression within Nightcap.

This commitment remains at the core of our People Strategy.