

Home Grown Hotels Ltd

Gender Pay Narrative

Snapshot Data Date - 5th April 2025

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Home Grown

HOTELS

Introduction

Since submitting our gender pay data for 2024 (submitted April 2025), Home Grown Hotels Ltd have continued to focus on fairness, inclusion and opportunity being at the heart of the organisation.

At the point the snapshot data was taken for 2025 our employee numbers have remained static between the years 2024 and 2025 and the Company offered a minimum starting pay rate of £11.10 per hour for all employees under the age of 21 and £12.21 for those 21 and over. All employees are entitled to a suite of benefits plus a share of service charge which is distributed under a tronc scheme. Benefits include meals on duty, uniform, free parking, free access to online GP services, free staff stays and employee discount schemes plus a range of learning a development opportunities.

As a brand we have a mindset for the delivery of an exceptional guest experience whilst developing and nurturing the extensive range of talent we have across Home Grown Hotels Ltd.

At the point the snapshot was taken our business comprised of 10 key operational areas: THE PIG, THE PIG in the wall, THE PIG at Combe, THE PIG on the beach, THE PIG near Bath, THE PIG at Bridge Place, THE PIG at Harlyn Bay, THE PIG in the South Downs, THE PIG in The Cotswolds, The Village Pub; plus our Head Office site, Clayhill in the New Forest. Our business continues to grow with two additional properties having been purchased and, pending development, are due to be opened in the future.

We care about our people and realise that they are our greatest asset. With this in mind, we focus on development and training across the group, be that technical or behavioural. We pride ourselves upon being an employer that embraces all within the business, regardless of characteristics. Our aim is to attract, coach and develop the best team members and inspire them to deliver the best guest experience. We are proud to be a B-Corp certified business and through this remain committed to continuous improvement in all areas of operation.

Home Grown Hotels understands and recognises that the gender pay reporting is a mandatory implementation in order to encourage greater equality of opportunity in the workplace.

The statistics of our gender pay gap report gives opportunity to review where we can do more to support gender equality and build an action plan which continues our current program. The Company remains committed to ensure that our people policies encourage and support flexible working within our organisation, whilst the People Team and management actively encourage and support the brand's diversity message.

Gender pay gap reporting – An overview

A gender pay gap is a measure of the difference in the average pay of men and women – regardless of the nature of their work – across an entire organisation, business sector, industry or the economy as a whole; it can be driven by the different number of men and women across all roles.

It is different from an equal pay comparison, as this would include direct comparison of a couple of, or groups of, people carrying out the same or similar work.

Mean gender pay gap:

Difference between average hourly earnings of males and females

Median gender pay gap:

Difference between median hourly earnings

Gender bonus gap:

Difference between average bonus earnings

Mean gender bonus gap:

Difference between median bonus earnings

Median gender bonus gap:

Proportion of males and female employees receiving bonus within the 12-month period

Pay quartiles:

An insight into career paths, a pay quartile is made up of 25% of the work force, ranked by pay quartiles are then broken down by gender.

Using the calculation set out in the gender pay gap reporting regulations, we have taken data from our entire group of 914 employees on the snapshot date of the 5th April 2025. This data includes data from many different roles and rates of pay.

Gender Pay Gap – Our results 2023

As of the 5th April 2025, our mean gender pay gap stood at 4.2% with our median gender pay at 0.5%, both of which currently favours males over females despite 52.7% of our workforce being female. There is an increase in the mean gap of 1.8%, but a decrease in the median gap of 1.2% from last year. In the previous year the mean gap was 2.4% and the median gap 1.7%. Our data is inclusive of all employees full and part time.

Mean Pay Difference:

Female £13.73

Male £14.30

Pay Gap £0.57

Median Pay Difference:

Female £12.25

Male £12.31

Pay Gap £0.06

These figures remain well below the national average of 12.8% as reported by the Office of National Statistics on all employees full and part time, (Source: Lexis Nexis: Office for National Statistics).

As a group we continue to look at our ratio of male to female in our kitchens as this has the largest effect on our numbers. Despite efforts to attract more females in this sector, males remain dominant, we continue to see more male new entrants into this field of work than female. The ratio of females to males since 2024 remains similar although again a slight decline in females, the balance is still in favour of males at 78.7% and females at 21.3%. In this department we see a mean gap of 2.3% and a median gap of 1.5%. At the time the snapshot was taken 1 of our head Chefs was female and 8 were male, these roles attract the highest rate of pay in the department.

We remain committed to attracting new people to our industry with a focus on training, development and providing professional qualifications. We continue to extend our Kitchen and Front of House apprenticeship schemes, offering opportunity to new industry entrants. We also have a robust, confidential reporting system with a zero tolerance approach to bullying and harassment, this allows us to create a safe working environment for all our employees, we aim to tackle outdated stereotypes regarding behaviour in kitchen environments so that more females feel confident working in this department.

BONUS

The gap remains in favour of males, this is largely due to several factors. At the point the snapshot was taken 2 of 9 Hotel Directors were female, 1 of 9 Head Chefs were female and the highest bonus paid was to our CEO who is male.

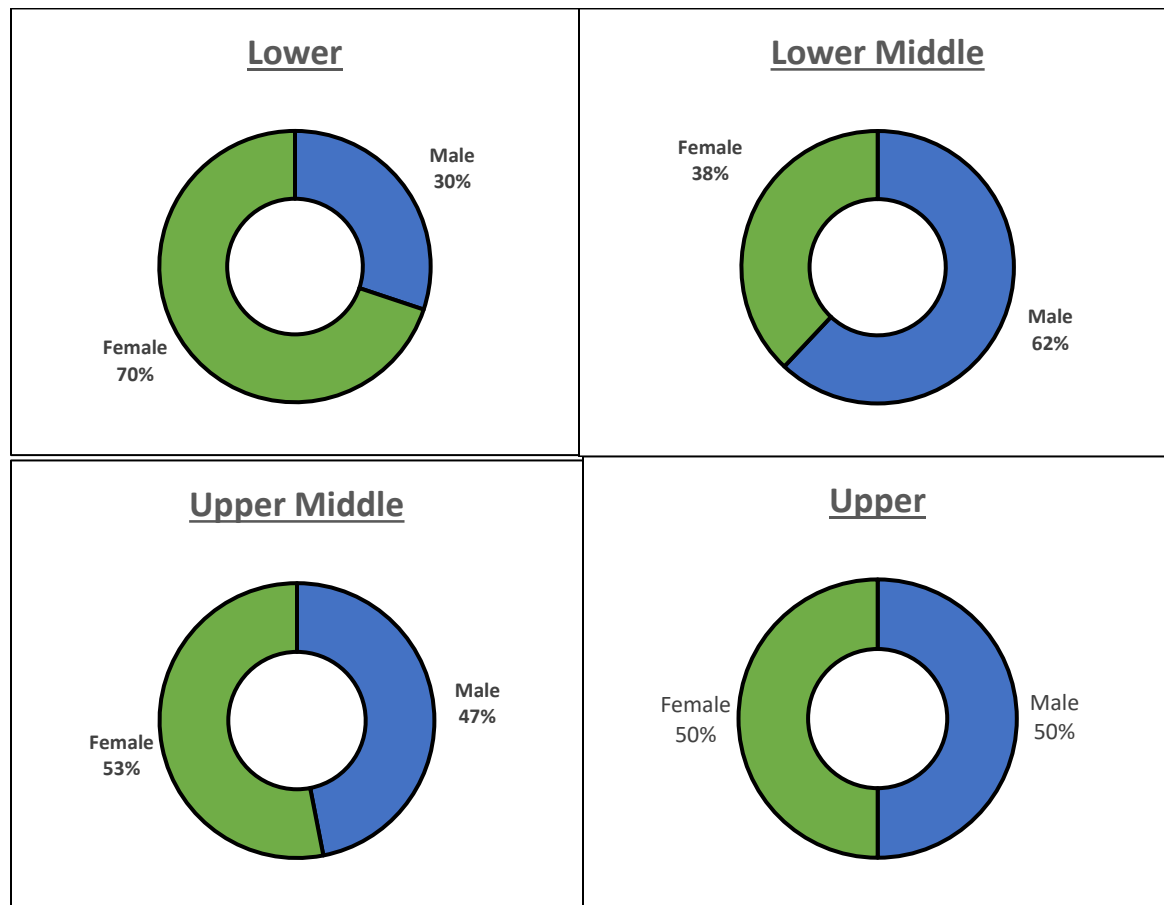
Mean Female	Mean Male	Median Female	Median Male
1,206.67	2,016.94	1,000.00	1,125.00
Mean Gap	40%	Median Gap	11%

Percentage of people who get bonuses

	Bonuses	Total	%
Female	61	482	12.7%
Male	42	432	9.7%
	<u>103</u>	<u>914</u>	

Quartiles

Our employee gender distribution by quartile, as defined by the regulations, illustrate that female employees have the highest representation in all quartiles apart from the upper middle. The lower quartile has increased by 18% but lower middle decreased by 16% for females. However, the upper middle quartile has increased by 8% in favour of males whereas the upper quartile is split 50% for both male & female.



As a group we remain focused and committed to hiring the best talent for roles across our organisation. We strive to actively create a mindset where everyone is motivated to progress through innovative people policies and practices. We accept that this is an ever-evolving task and continue to be committed to being an open and inclusive work place, where employees can bring their character every day.

Closing remarks

This is our ninth year of reporting the gender pay gap, and we are pleased to have retained an overall positive result and seen progression in the numbers of females in the Upper quartiles. We remain committed to further explore the numbers identified and continue our promotion of fair pay. The gender pay gap calculation covers 914 team members, and we feel this is an accurate reflection of the business at the time the data was taken. We are confident we will maintain a minimal gender pay gap whilst seeking to reduce this further where possible. Considering all aspects of equality diversity and inclusion, we retain the core mindset of fairly matching the best candidate for the role as the opportunity presents.

Declaration

As Chief Financial Officer for Home Grown Hotels Ltd, I, Vikki Jerram, can confirm that the information contained herein is accurate.

A handwritten signature in black ink, appearing to read 'VJerram', is positioned above the printed name and title.

Vikki Jerram
Chief Financial Officer
Home Grown Hotels Ltd