

THE ALCHEMIST BAR AND RESTAURANT LTD
GENDER PAY GAP REPORT

This is our report for the snapshot date of 1 April 2025

The mean gender pay gap is 2.1%

The median gender pay gap is 1.0%

The mean gender bonus gap is 27.8%

The median gender bonus gap is 15.6%

The proportion of male employees receiving a bonus is 19% and the proportion of female employees receiving a bonus is 15%.

Pay quartiles by gender:

BAND	MALES	FEMALES
UPPER QUARTILE	140 58%	101 42%
UPPER MIDDLE QUARTILE	131 54%	111 46%
LOWER MIDDLE QUARTILE	134 56%	107 44%
LOWER QUARTILE	136 56%	109 44%

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What are the underlying causes of our gender pay gap?

The Alchemist is committed to the principle of equal opportunities and equal treatment for all employees in accordance with the Equality Act. We have a policy of paying employees equally for the same or equivalent work, regardless of their sex. To ensure this, we carry out pay and benefit audits at regular intervals; evaluate job roles and pay scales as necessary to ensure a fair structure and deliver diversity, equality and inclusivity training to all managers within the business.

The gender pay gap for the year is incredibly low at 1.0% (2.1% mean average), and has reduced year on year. We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. It is simply the result of the difference in roles which men and women hold within the organisation and the salaries that these roles attract.

The percentage of men receiving bonus versus women are relatively comparable. Average bonus payments reported show men have received slightly higher bonuses than women this year. Again, this is due to the difference in roles that men and women hold in the organisation rather than any underlying difference in bonus.

We commit to doing everything that we can to reduce the gap and are confident that it will reduce as we continue to actively encourage internal development and progression.

The reduction from the previous year shows our commitment to this and we will continue to work on reducing this gap in the current year.

The Alchemist has always been a Company where people can thrive and develop regardless of their gender or background, and we will continue to offer fair, equitable pay to all our teams.

Simon Potts, CEO.