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Perfect Pubs 6 Ltd

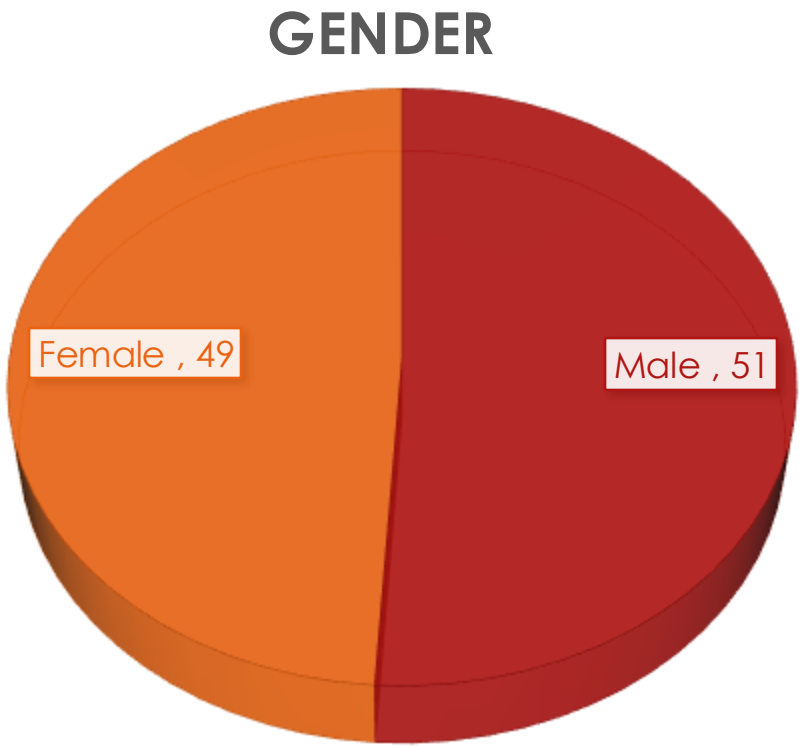
# Gender Pay Gap Report 2026

# Introduction

We firmly believe that our people are our greatest asset and we are dedicated to fostering a workplace culture that values and embraces diversity across all levels of our organisation. Perfect Pubs 6 is using a a snapshot date of June 30th, 2026 for the purposes of this report.

This report outlines the Gender Pay Gap metrics for 2026, representing the data for Perfect Pubs 6 to fulfil current legislative requirements. At Perfect Pubs, we are committed to identifying and appointing the best candidate for every role, supporting and developing our team members, and ensuring that everyone has a fair and equal opportunity to succeed. We are equally dedicated to recognising and rewarding the contributions of every individual across our team.

# Perfect Pubs 6 Gender Split Details



# Gender Pay Report 2026 Our Results: Mean & Median Pay Gaps

Mean bonus remuneration pay gap 2.5%

Median bonus remuneration pay gap 0%

Mean hourly pay gap (all employees) 11.41%

Mean hourly pay gap (part-time employees) -3.98%

Mean hourly pay gap (temporary employees) 0%

Median hourly remuneration pay gap (all employees) 6.4%

Median hourly remuneration pay gap (part-time employees) 8.40%

Median hourly remuneration pay gap (temporary employees) 0%

# Gender Pay Report 2026
# Our Results

## Hourly Pay Quartiles

| | Male | Female |
|---|---|---|
| - Upper | 84.21% | 15.79% |
| - Upper Middle | 50% | 50% |
| - Lower Middle | 26.32% | 73.68% |
| - Lower | 45% | 55% |

## Benefits in Kind & Bonuses

Percentage who received benefits in kin

- Male: 0%
- Female: 0%

Percentage who received paid bonuses

- Male: 66.67%
- Female: 55.56%

# Our Comments & Addressing the Gender Pay Gap

Perfect Pubs 6 Ltd is committed to promoting equality, fairness and inclusion across the workplace. We aim to ensure that all employees have equal opportunities for recruitment, development, progression and remuneration, regardless of gender.

Our 2026 gender pay gap results show a mean hourly remuneration pay gap of 11.41% and a median hourly remuneration pay gap of 6.40%, indicating that, on average, male employees receive higher hourly remuneration than female employees across the organisation. This is as a result of men holding a higher proportion of senior, higher-paid roles and women more frequently represented in lower-paid and part-time positions.

The distribution of employees across the hourly pay quartiles provides some insight into the results. Male employees account for 84.21% of the upper pay quartile, while female employees account for 55% of the lower pay quartile. This suggests that the gender distribution across different pay levels and roles within the organisation is a contributing factor to the overall pay gap. The concentration of male employees in the upper pay quartile has an impact on the overall mean and median figures.

**Measures to Reduce the Gender Pay Gap**

Perfect Pubs 6 Ltd recognises that reducing the gender pay gap requires continued attention to recruitment, development, progression and workforce planning. We are committed to taking the following steps:

- **Fair recruitment and selection:** Continuing to promote fair and objective recruitment practices, ensuring that opportunities are accessible to all candidates and that selection decisions are based on relevant skills, experience and suitability.
- **Career development and progression:** We are committed to encouraging and supporting female employees to progress into supervisory and management positions. During the reporting period, a female employee has taken up a Duty Manager position, representing a positive step towards improving female representation within management. We will continue to promote equal access to training, development and internal promotion opportunities across the organisation.
- **Pay and remuneration reviews:** Continuing to review pay structures and remuneration practices to support consistency, fairness and transparency across comparable roles.
- **Equal access to opportunities:** Reviewing the allocation of additional responsibilities, working hours, bonus opportunities and development opportunities to ensure employees are treated fairly and have equal access.
- **Ongoing monitoring:** Reviewing gender pay gap results annually to identify trends, assess progress and determine where further action may be required.

We recognise that progress will take time and that the gender pay gap is influenced by the overall composition of our workforce and the distribution of employees across different roles and pay levels. We remain committed to monitoring these figures and implementing practical measures to support a fair, inclusive and equitable working environment for all employees.