

SOHO HOUSE

GENDER PAY GAP

2023



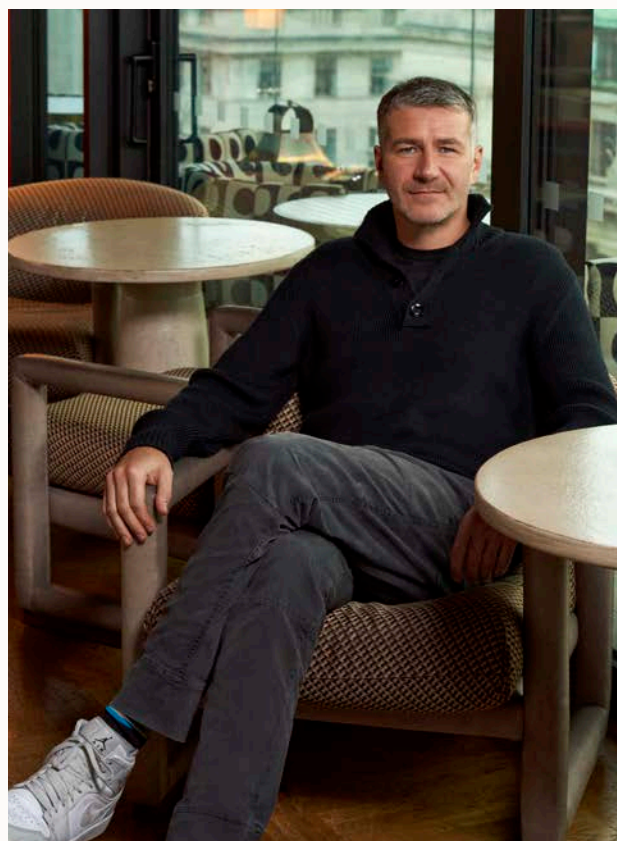
From our CEO

Andrew Carnie

We remain committed to providing equitable opportunities for all of our people at Soho House, and ensuring our teams feel respected and empowered at work. We understand the role that gender plays in this, and we are continuously expanding and adjusting our initiatives to deliver strong results. We firmly believe that everyone benefits from gender equity.

We have seen solid results from our work in 2022, resulting in a 9% decrease in the mean gender pay gap, while the median gender pay gap remains the same at 6%. In addition to the education and community work our teams have championed, the biggest driver in this shift has been the promotion of women to senior leadership positions at both the Director and Chief level. This has resulted in better business outcomes, along with a greater sense of belonging amongst women and confidence in their progression potential at Soho House. Our commitment to continue this work remains steadfast.

We will continue to develop better outcomes for women at work by refocusing on our Women in Leadership programme. As a result of the programme last year, created in partnership with the Global Institute of Women, we learned more about the unique needs of women and how we can support them at work and beyond. Based on this research, we are strategically modelling community, mentorship and flexibility into our current initiatives. Our partnerships with like-minded networks like Chief and AllBright have created networking opportunities and education for our teams, and will grow this year to include our members as well. The launch of our GenderBalance@Soho Employee Resource Group is another key initiative that highlights the importance of doing this work collectively.



The swell of culture programming during the recent Women's History Month highlights our commitment to impactful programming. Our teams learned from and engaged with industry leaders and disruptors, creating moments of understanding and community. This work continues throughout the year as part of various initiatives focused on diversity, equity, inclusion, and belonging.

Last year, we came together as business leaders to review and renew our Vision, Mission Statement and Values at Soho House. Creating a sense of belonging and fostering a kind and respectful work environment remain at the core of who we are as the place for the world's creative people to come together to connect, grow, have fun and make an impact.



Our gender pay gap

This report covers our gender pay gap in the UK for the week including the snapshot date, 5 April 2023. At the time, there were 2,511 employees at Soho House UK Limited.

Our mean gender pay gap is 6% This represents a 9% decrease in the gap from 2022, due to an increased number of women in senior leadership positions.

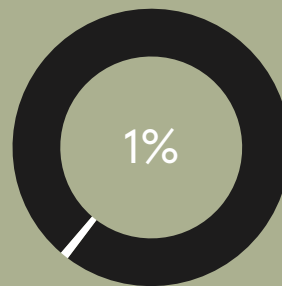
Our median gender pay gap is 6%. This figure remains consistent with our reporting in the previous year and is a result of a greater proportion of men in our most senior leadership positions.

Our gender bonus pay gap

This data shows the proportion of men and women in our UK workforce who received a bonus in the 12 months up to the snapshot date of 5 April 2023.



Women received a bonus



Men received a bonus

Our median gender bonus pay gap is 75% and our mean gender bonus pay gap is 54%.

Despite a higher percentage of women receiving bonuses in 2023, due to the larger number of men in our most senior leadership roles, the gap remains wide.



Pay quartiles

Upper quartile	54% men	46% women
Upper middle quartile	64% men	36% women
Lower middle quartile	60% men	40% women
Lower quartile	49% men	51% women

Each quartile represents 25% of the total 2,511 employees whose pay is included in our results. We have ranked the relevant employees from highest to lowest paid, divided this ranking into four equal parts (quartiles) and then worked out the percentage of men and women in each of the four quartiles.





How will we close the gender pay gap?

Our ambition remains to close the gender pay gap at Soho House. Amongst other initiatives, we have developed a Women@Work framework for the coming year, which augments our Women in Leadership programme. This framework focuses on the following three priorities:



Gender Equity Accreditation

Via a partnership with Lead 5050, we will focus on research and reporting in recruitment, cultivating people and careers, pay and benefits, organisational wellbeing, and culture and attitudes.

Education and Awareness

We understand the value of empowering women through education to encourage knowledge and connection. We will continue to use expert-led seminars and workshops to discuss progressive topics in the gender equity field, as well as providing external learning opportunities using third-party partners.

Policies and Procedures

We are continually reviewing policies in support of women's health, as well as providing sustainable women's health products for our teams.

In addition, we will continue key initiatives that we launched last year. These include bi-monthly gatherings within our senior Operational teams as a means to support mentorship and development. We will continue to deliver Gender Awareness training globally and dedicate resource to identifying the impact of intersectionality in the areas of race, neurodiversity, sexual orientation and disability. We will also continue to focus on allyship as a solution towards gender equity. In support of this, we have shifted our focus to gender balance as a means to collectively problem solve. This includes the March 2024 launch of our Employee Resource Group GenderBalance@Soho, which supports our team members who identify as women, and also allies looking for community, connection, and a space to be seen and heard.

Gender balance is a business priority at Soho House, and to accomplish this we continue our dedication to empowering, advocating and accelerating our women across the globe.



Declaration

We confirm that the information in this report is accurate and published in accordance with the UK gender pay gap reporting guidelines and regulations.

The calculations, data and assertions contained in this announcement have been fully assured by the CEO, who has confirmed that the methodology provided in the Equality Act (Gender Pay Gap Information) Regulations 2017 have been applied correctly.

This statement confirms that the published information is accurate at the time of publishing and is signed by Chris Glass, Global Diversity, Equity and Inclusion Director.



