



SOHO HOUSE

GENDER PAY GAP

2024



1. From Soho House

We remain committed to providing equitable opportunities for all 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.

2. Our gender pay gap

This report covers our gender pay gap in the UK for the period of April 5 2024. At the time, there were 2,783 number of employees at Soho House UK Limited.

Hourly Summary

Mean gender pay gap in hourly pay = 6%

Median gender pay gap in hourly pay = -14%

Bonus Summary

Proportion of male relevant employees with bonus pay = 3%

Proportion of female relevant employees with bonus pay = 3%



Mean gender pay gap in bonus pay = 89%

Median gender pay gap in bonus pay = 36%



Quartile Summary

Pay Quartile	Women	Men
Upper	49%	51%
Upper Middle	55%	45%
Lower Middle	38%	62%
Lower	34%	66%

3. 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

