

## Gender Pay Gap Report 2019

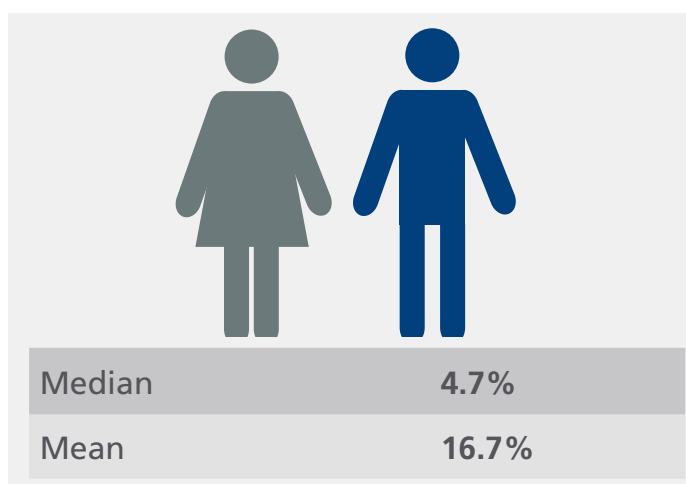
Brewers is a family business committed to being a fair and diverse employer, helping one another to succeed regardless of gender.

### Understanding Brewers' Pay Gap

The data shows that in Brewers there are significantly more men than women across the whole of our business. This is not entirely surprising as we operate in what has been historically and still is a male dominated sector.

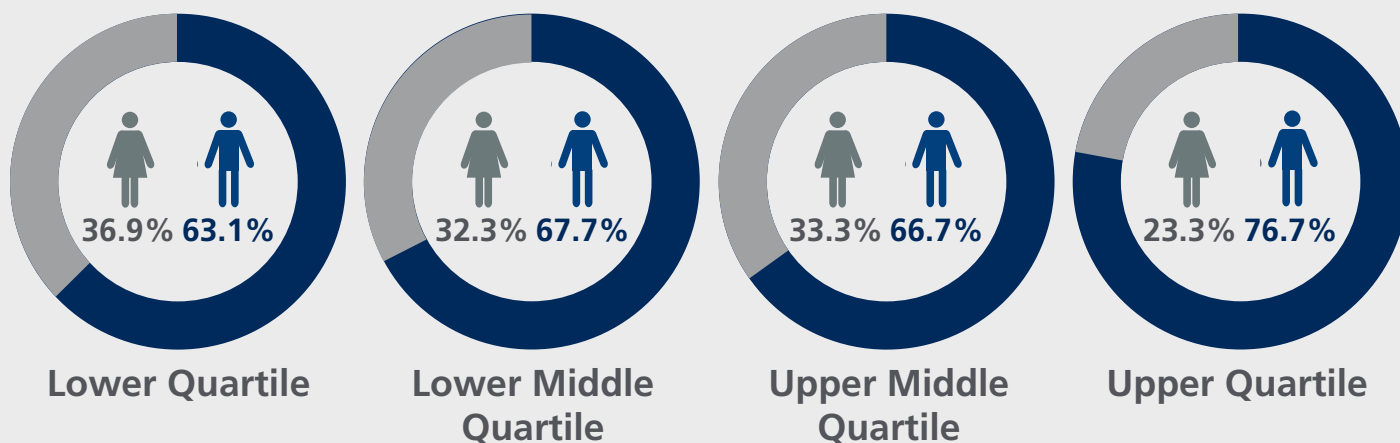
The reporting requirement measures the difference in the average pay of men and women regardless of their roles across the entire company. The higher proportion of men, particularly in the more highly paid roles, is the main contributor to our gender pay gap. In fact, if we were to look at the lower 3 quartiles of pay alone, our pay gap would be less than 1% in both measures.

As is the case with many larger businesses, in Brewers there are fewer senior roles in the structure and as demonstrated in the Upper Quartile diagram below a significantly higher proportion of these are men. Turnover at this level is much less than at more junior levels giving rise to fewer vacancies and thus limiting the opportunities for females to progress to the senior roles (the average length of service for men in this quartile is currently 23 years).



This is our overall median (middle) and mean (average) gender pay gap based on hourly rates of pay as at the snapshot date (5 April 2019). The slight increase from last year arises from a change in the bonus timings. However, the median remains significantly better than the national average of 17.3% (ASHE survey 2019).

### Proportion Of Men And Women In Each Quartile Pay Band



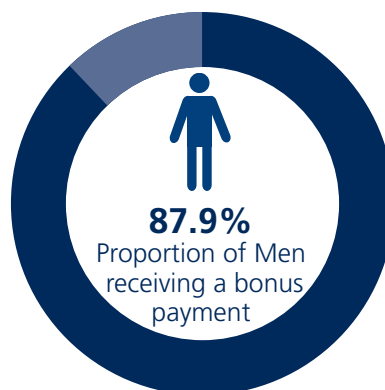
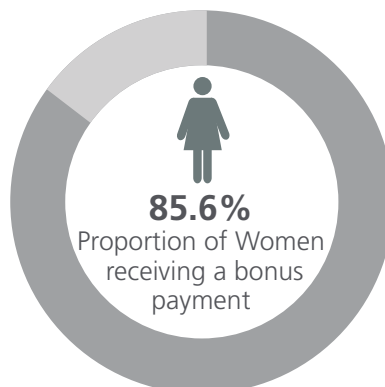
The above image illustrates the gender distribution at Brewers across four equally sized pay quartiles.

## Bonus Gap

Median	10.7%
Mean	26.8%

This shows the differences in bonuses paid to men and women at Brewers in the year up to and including 5 April 2019 together with the percentage of men and the percentage of women who received a bonus in the same period.

We are proud that our profit share and long service award schemes (included in these bonus results) are calculated in the same way for both men and women, and are available across all job roles.



## How We Can Make A Difference

Analysing and validating appropriate data remains a focus in order to move forward with the most impactful plans and as a Company we remain fully committed to proactively challenging ourselves about the underlying reasons for the gap and address them.

*I confirm the information reported is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.*

**Alison Lawfield**  
People Director

