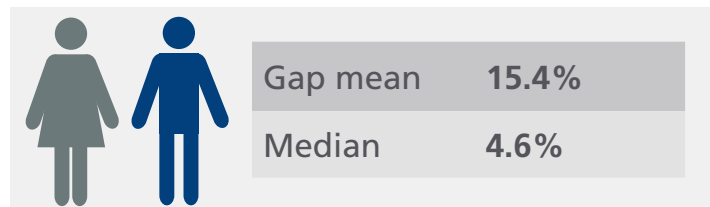


## Gender Pay Gap Report 2021

Brewers is a family business that has been selling paint, wallpaper and associated decorating materials for close to 120 years from a growing network of more than 180 Decorating Centres across the country. We have been and remain committed to being a fair and diverse employer, helping one another to succeed regardless of gender or any other protected characteristic.

## Understanding the Numbers

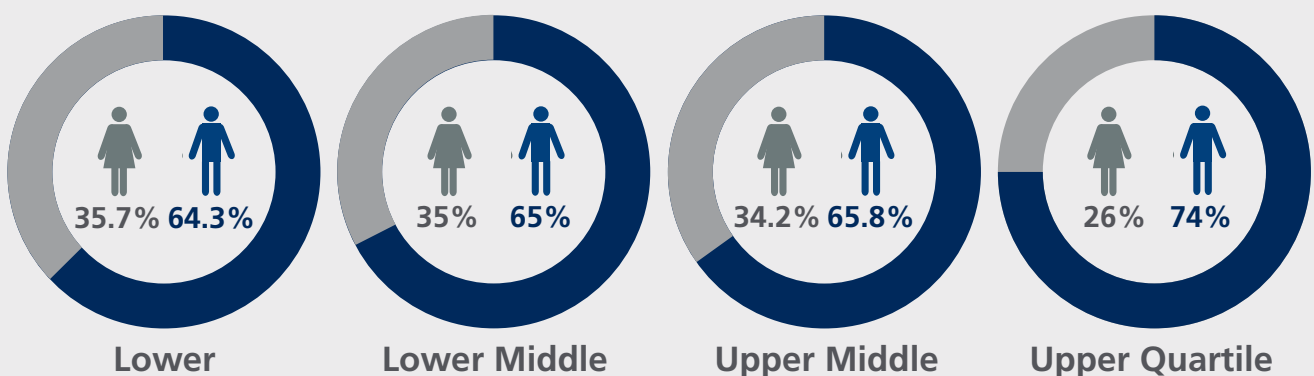
As important context, the data for 2021 shows that in Brewers it remains the case that there are significantly more men than women employed across the business where the majority of colleagues are based in the branch network. This is not entirely surprising as we operate in what has been historically, and still is, a male dominated sector. We are working hard to reduce this difference and year on year we are seeing a small but nonetheless positive improvement in female representation in our workplace.



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 2021). The median has been consistently better than the national average, including this year (Median 15.4% - ASHE survey Released by ONS 2 November 2021).

A review of the quartiles in relation to pay shows us that in the combined bottom three quartiles in the business the gap has continued to improve on both measures from a negative when reporting started in 2017 to now a small positive, indicating that, on average, females in this cohort are earning the same or a little better than men.

## 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

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 above, a significantly higher proportion of these roles are held by men at present. That is, in part, symptomatic of the historical picture of the sector being overwhelmingly dominated by males. Turnover of colleagues at this Upper level is generally less than at more junior levels giving rise to fewer vacancies and thus limiting the speed with which females can be given the opportunity to progress to the senior roles.

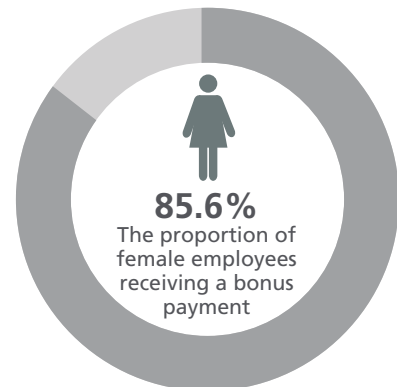
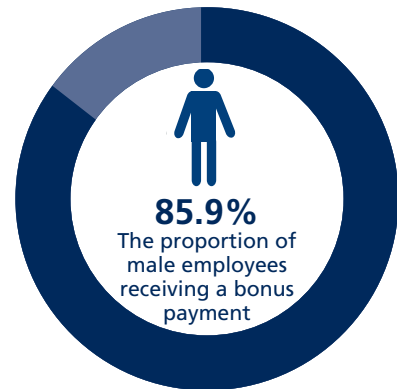
## Bonus Gap

Our mean gender bonus gap is **17%**

Our median gender bonus gap is **8.3%**

These images show the differences in bonuses paid to men and women at Brewers in the year up to and including 5 April 2021 together with the percentage of men and 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 gender neutral and awarded across all job roles. The slightly lower percentages for women in respect of bonus value is influenced by a number of factors; including that the majority of bonuses are calculated as a percentage of salary.



## What are we doing to address our gender pay gap?

Could we improve? Yes, we are on a journey which started a number of years ago and are committed to proactively working to reduce the gap. Key to this is creating an evidence base to deliver the insight to drive focus on the most productive and worthwhile initiatives, for instance to improve the gender representation across functions as well as job levels; and understanding more about the barriers to attracting more women into the business/sector, and what actions we can take to improve the proportion of female applicants for roles in the business.

I confirm that information within this report is accurate.

**Alison Lawfield**  
Director  
March 2022

