

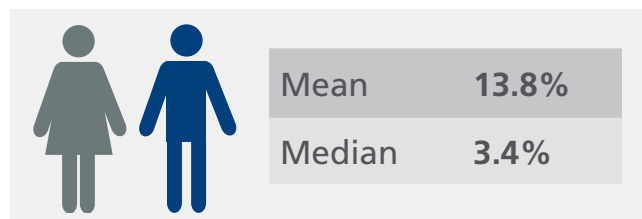
## Gender Pay Gap Report 2022

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 190 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.

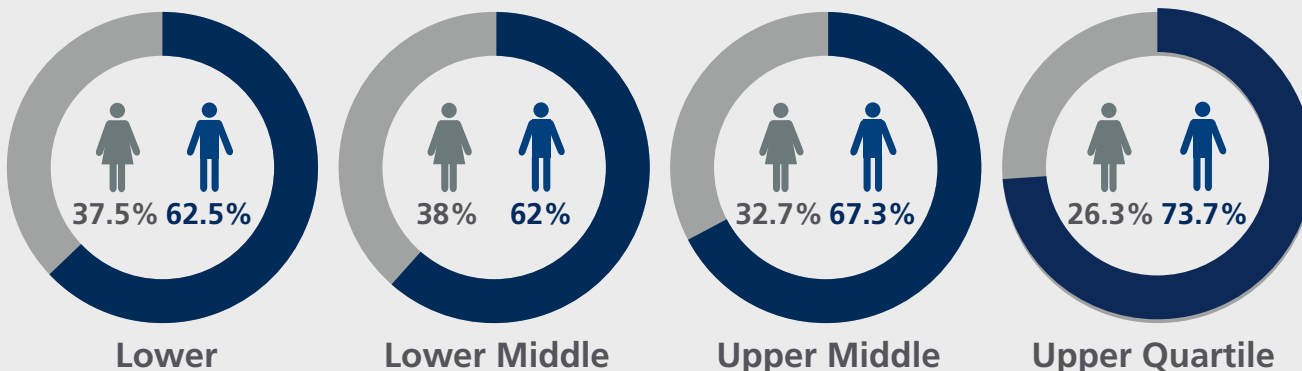
## Understanding the Numbers

The data shows that in Brewers 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 (from 31.5% of women in the business in the first reporting period to 33.6% in this reporting period).

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 2022). The median has been consistently better than the national average, including this year (14.9% - ASHE survey Released by ONS 11 November 2022).



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



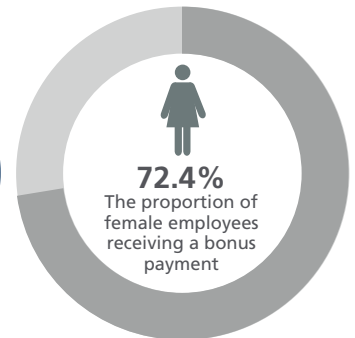
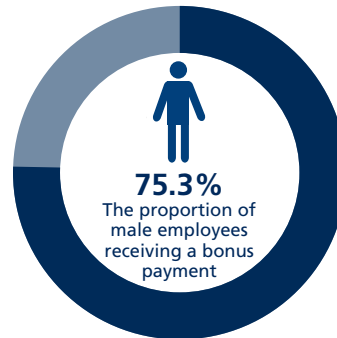
The above image illustrates the gender distribution at Brewers across four equally sized pay quartiles

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 men. Turnover of staff at this 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. However, compared to the previous reporting period we have seen a 3% increase in the proportion of the Lower Middle quartile occupied by women, and a 0.3% increase in the proportion of the Upper quartile occupied by women.

## Bonus Gap

|        |       |
|--------|-------|
| Mean   | 21.1% |
| Median | 8.9%  |

The above image shows the differences in the value of bonuses paid to men and women at Brewers in the year up to and including 5 April 2022, 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 lower percentages for women in respect of median bonus value is influenced by a number of environmental factors; this includes the higher percentage of women working part time eligible for profit share in this reporting period.



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

We regularly review our recruitment and selection practices to encourage a wider application pool and amongst the developments we are advertising on diversity positive job boards and offering hybrid working where the role allows. We believe that this is responsible, in part, for the improvement in the representation of women in both the Lower Middle, and Upper quartiles.

What has been important coming through and out of COVID is to stabilise the workforce by reducing the level of vacancies and the initiatives we have focused on over the period have been to attract and retain high calibre colleagues, whatever their gender, and to provide an improved benefits portfolio to support them and existing colleagues in the workplace.

As part of our efforts, we have now implemented improvements to our contractual maternity and paternity pay. In addition, eligibility criteria based on minimum length of service have been removed or reduced for a number of benefits, including our profit share arrangements. We have also introduced a financial wellbeing benefit, offering colleagues opportunities to save; drawn down from pay, as well as financial tools and education support.

We remain committed to proactively working to reduce the gap and seeing the positive outcomes following changes made supports the direction of travel to continue the reduction.

I confirm that information within this report is accurate.

**Alison Lawfield**  
Director  
February 2023