

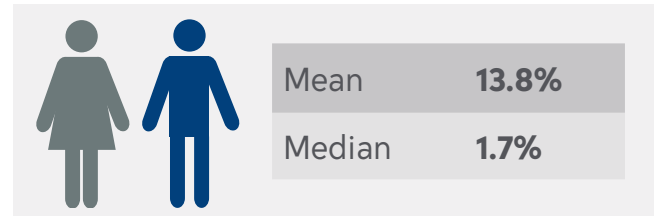
## Gender Pay Gap Report 2023

Brewers is a family business that has been selling paint, wallpaper and associated decorating materials for close to 120 years. We operate from a growing network of more than 200 Decorating Centres across the country. We have been and remain passionate about being a workplace where every person is accepted as equal, inspired to participate and empowered to succeed.

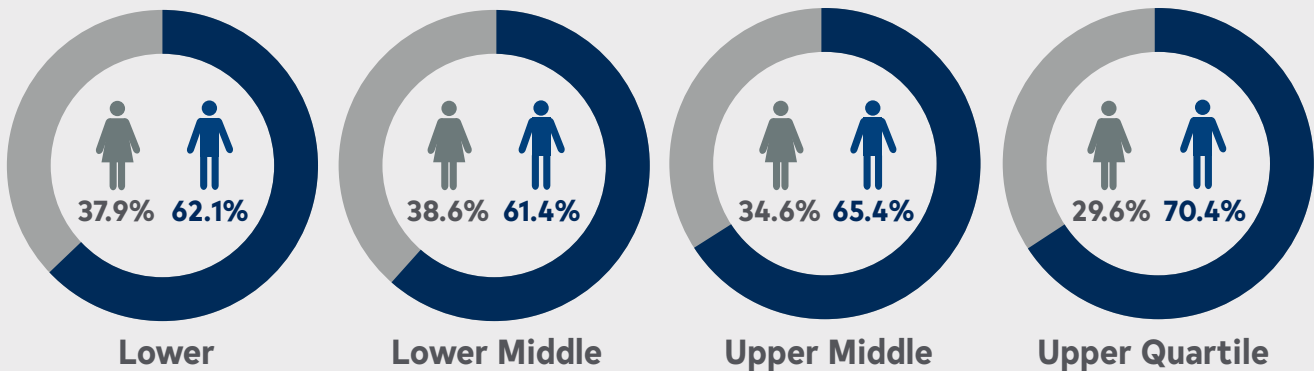
## Understanding the Numbers

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. For this reporting period women represent 35.2% of our workforce which is a 1.6% improvement on the last reporting period and an increase of 3.7% on the original reporting period for 2017.

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 2023). The median has been consistently better than the national average, including this year (14.3% - ASHE survey Released by ONS 1 November 2023).



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



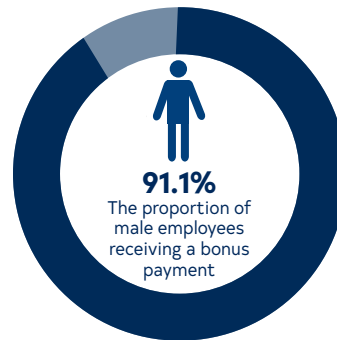
The above image illustrates the gender distribution at Brewers across four equally sized pay quartiles

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 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, in this reporting period we have seen higher increases in the proportion of females in the upper middle and upper quartile (1.9% and 3.3% respectively).

## Bonus Gap

Mean	23.5%
Median	7.3%

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 2023, 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 awarded across all job roles. In this reporting period, the proportion of females receiving a bonus was slightly higher than that of males.



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

We have launched our new ED&I strategy with three key objectives - being a great place to work; to be representative of our customer base and community and supporting the communities we live in. This strategy forms part of our commitment to environmental and social sustainability built on four pledges - to decarbonise; to consume less and eliminate waste; to improve lives; to develop the next generation.

As part of this some key drivers to positively impact our gender pay gap are gathering and analysing diversity data; a review of our recruitment approach and processes to ensure inclusivity, underpinned by training and development for those making recruitment decisions; a review of all our communication channels to ensure they are accessible and inclusive and piloting a reverse mentoring/female colleague mentoring group. We intend for these measures to further encourage the development and progress of female workers into the upper middle and upper quartiles of our workforce.

In policy and benefit development we have restated our ED&I policy which includes Dignity at Work and Neurodiversity; we have introduced a Menopause Policy and are journeying towards being a Menopause Friendly Employer; we have switched our EAP to offer a wider breadth of services and confidential advice including access to a virtual GP and increased family benefits including neonatal leave. It is hoped that these measures will serve to further encourage the increase in female workers within the business.

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  
December 2023