

Gender Pay Gap Report 2020

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

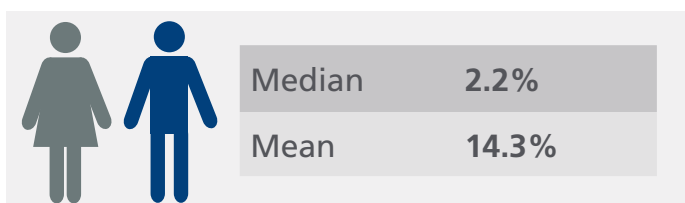
Understanding Brewers' Pay Gap

The data shows that in Brewers there are significantly more men than women across the whole of our 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 work hard to move this forward and I am pleased to report a small but positive increase in the % of new joiners to the business that are female versus those leaving in the year covered by this report, and that the median pay gap is 0% for this group.

The reporting requirement measures the difference in the average pay of men and women across the entire company expressed relative to men's earnings and regardless of role. The higher proportion of men, particularly in the more highly paid roles, is the main reason for our gender pay gap. In fact, if we were to look at the lower 3 quartiles alone, our pay gap would be a positive under both measures, meaning that the women are, on average, paid more than the men. This has been an improving percentage since this reporting started. We anticipate that the increase in female new joiners will have a positive effect on the pay gap in the uppermost quartile over the years ahead, as more women progress through to our more highly paid roles.

As is the case with many larger businesses, in Brewers there are fewer senior roles in the structure. As demonstrated in the Upper Quartile

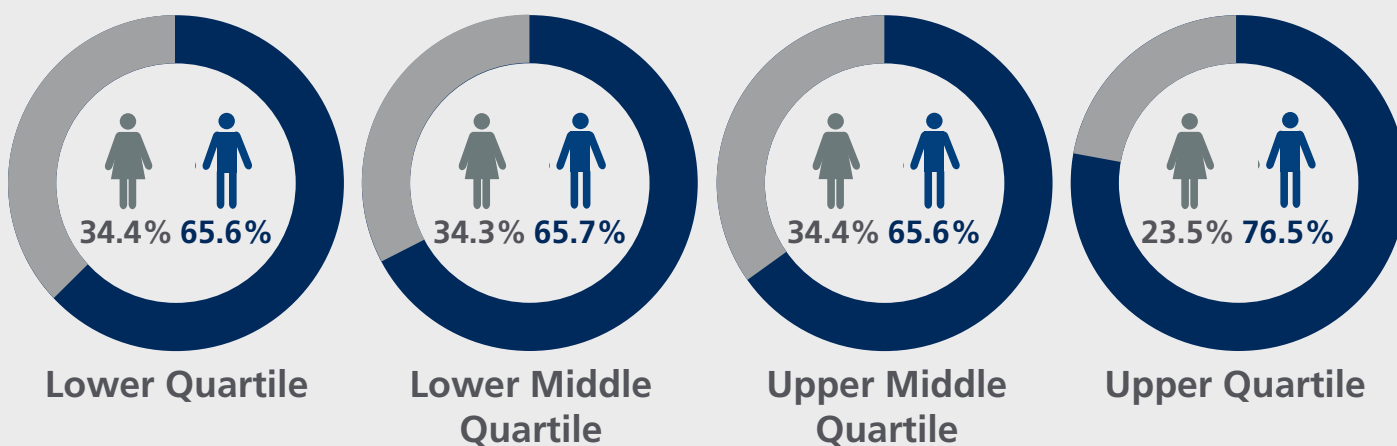
diagram below, a significantly higher proportion of these roles are held by men at present which is, in part, symptomatic of the historical picture of the sector described earlier. Turnover of staff at this level is much less than at more junior levels giving rise to fewer vacancies and thus limiting the speed with which females can be given the opportunity to progress to the senior roles (the average length of service for men in this quartile is currently 17 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 2020). The median remains significantly better than the national average of 15.5% (*ASHE survey 2020 Released 7 December 2020*).

The timing of the snapshot date in 2020 on 5th April was early in the COVID pandemic lockdown. As a result, some of the decisions that were necessary to prepare the business for the impact on trading had already been made and had some effect on the data (e.g. an agreed pay reduction by the middle to senior team).

Proportion Of Men And Women In Each Quartile Pay Band

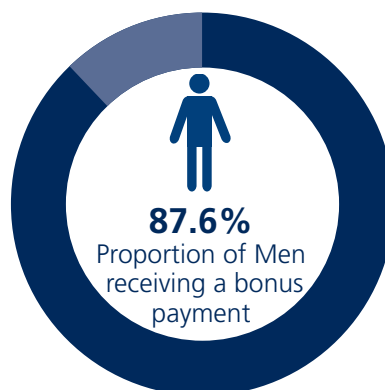
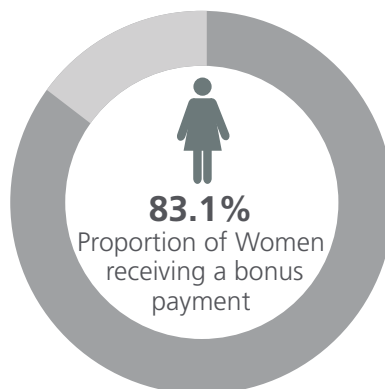


The above image illustrates the gender distribution at Brewers across four equally sized pay quartiles.

Bonus Gap

Median	10.4%
Mean	17.1%

The above image shows the differences in bonuses paid to men and women at Brewers in the year up to and including 5 April 2020 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 gender neutral and available across all job roles. The slightly lower percentages for women in respect of bonus receipts and bonus value is influenced by a number of environmental factors. This includes that the majority of bonuses are calculated as a percentage of salary.



How We Can Make A Difference

We are pleased with the inroads we are making to improve the number of women working across our business but recognise there will be fluctuations along the way. However, continuing to develop insight into the data and understanding our people practices remains a focus, in order to move forward with the most impactful and long-lasting plans.

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Alison Lawfield
Director

