



# Gender Pay Gap Reporting

## April 2017

From April 2017, all large UK companies employing 250 people or more are required to report on their gender pay gap, Camerons Brewery Limited (“Company”) falls into this requirement. The other subsidiaries of Camerons Group, The Head of Steam Limited and Leeds Brewery Holding Company Limited do not fall into this requirement. However, we have included in this report the calculations for the “Group” and the “Company”.

***This report includes the following gender pay gap figures:***

Gender pay gap (mean and median figures)

Gender bonus gap (mean and median figures)

Proportion of men and women receiving bonuses

Proportion of men and women in each quartile of the “Group” and “Company” pay structure

All data presented is taken from the relevant pay periods including the required snap shot date of 5 April 2017.

The data presented has been confirmed as accurate by John Foots (Finance Director).



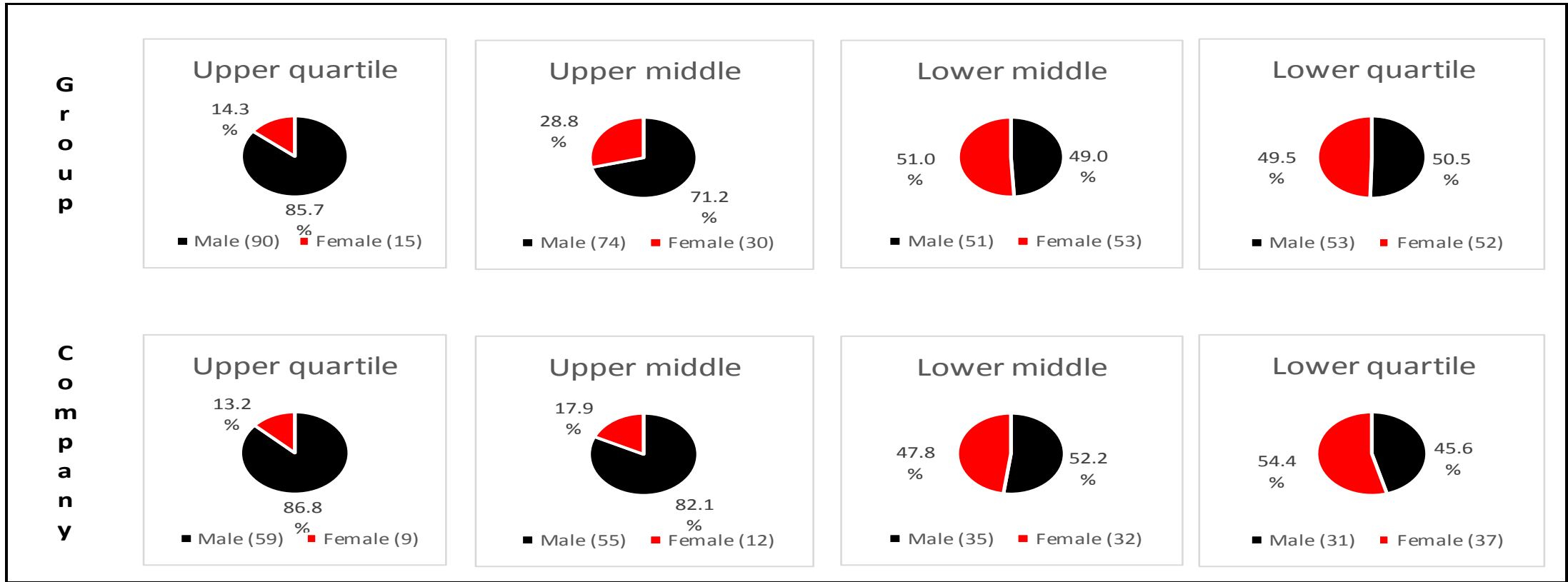
	Group	Company
<b>Mean gender pay gap</b>	24.3%	32.5%
<b>Median gender pay gap</b>	8.3%	24.2%
<b>Mean bonus gender pay gap</b>	55.0%	48.1%
<b>Median bonus gender pay gap</b>	8.2%	0.0%
<b>Proportion of males and female receiving bonus payment:</b>		
Male	6.5%	5.9%
Female	1.2%	1.0%

Although the data illustrates a gender gap in the mean and median hourly pay of our employees, we can confirm that where men and women perform the same role they are paid equally.

The Group and Company mean gender pay and bonus gap of 24.3% and 55.0% respectively are driven as a result of a low female representation in the upper quartile of employees. Turnover of individuals at this level has been historically low however, when vacancies arise at any level recruitment is based on ability only.

All our Public House managers are eligible for the same bonus scheme regardless of gender.





The employees of the Group are generally split between 3 functions, the Brewery, Public Houses and Central head office. Those individuals who work in the Brewery and the Central head office functions are employed by the Company.

The data presented above includes 418 Group employees (270 Company), which is split 268 male and 150 female (Company, 180 male and 90 female).

