



Gender Pay Gap Reporting

April 2018

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 2018.

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



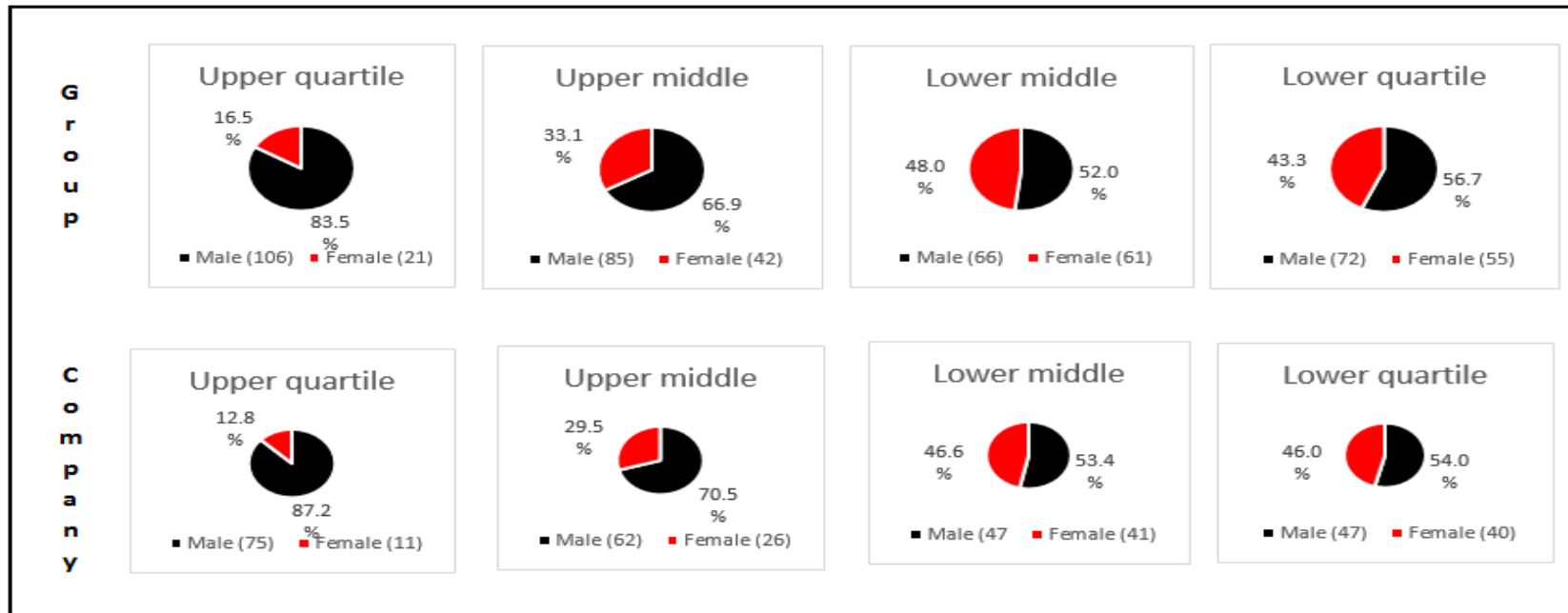
| | Group | Company |
|---|-------|---------|
| Mean gender pay gap | 19.1% | 24.0% |
| Median gender pay gap | 3.9% | 6.5% |
| Mean bonus gender pay gap | 68.7% | 48.2% |
| Median bonus gender pay gap | 57.5% | 93.4% |
| Proportion of males and female receiving bonus payment: | | |
| Male | 9.9% | 6.4% |
| Female | 8.5% | 2.5% |

Both the mean and median pay gap have improved since 2017 despite the proportion of females employed in both the Group and Company remaining the same. Our policy remains that where men and women perform the same role they are paid equally.

The Group mean and median bonus gender pay gaps have increased along with the Company median bonus pay gap despite the increase in the number of females receiving a bonus. This is driven by 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 508 Group employees (349 Company), which is split 329 male and 179 female (Company, 231 male and 118 female).

