

# Gender Pay Gap Reporting

## April 2022

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 22. Due to the impact of COVID on the business over the 2 years prior to this all comparisons in this report will be made to 2019 to ensure a true comparison.

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



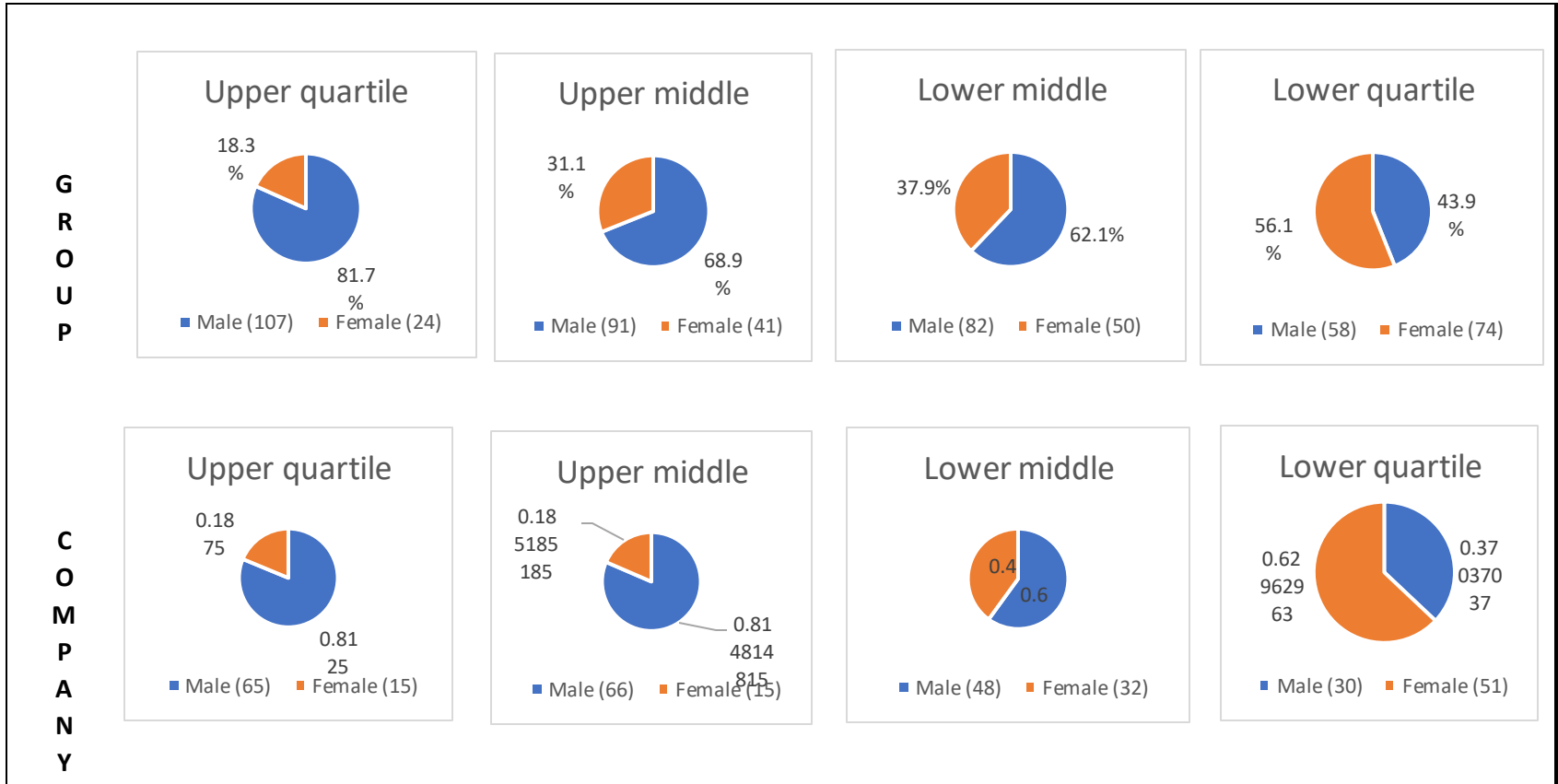
	Group	Company
<b>Mean gender pay gap</b>	15.6%	18.4%
<b>Median gender pay gap</b>	3.7%	6.7%
<b>Mean bonus gender pay gap</b>	15.4%	28.0%
<b>Median bonus gender pay gap</b>	3.5%	32.3%
<b>Proportion of males and female receiving bonus payment:</b>		
<b>Male</b>	6.6%	5.5%
<b>Female</b>	2.8%	3.4%

Both the mean and median pay gap continue to improve despite the proportion of females employed in both the Group and Company reducing slightly. 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 reduced along with the Company mean bonus pay gap however the Company median bonus gender pay gap has risen despite an increase in the number of females receiving a bonus. This is due to the fact that the bonuses paid in 2022 were predominantly to the managed house manage team where there are a higher proportion of male 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 574 Group employees (337 Company), which is split 362 male and 212 female (Company, 220 male and 117 female).

