



Gender Pay Gap Reporting

April 2023

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, Bar Soba 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 23.

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



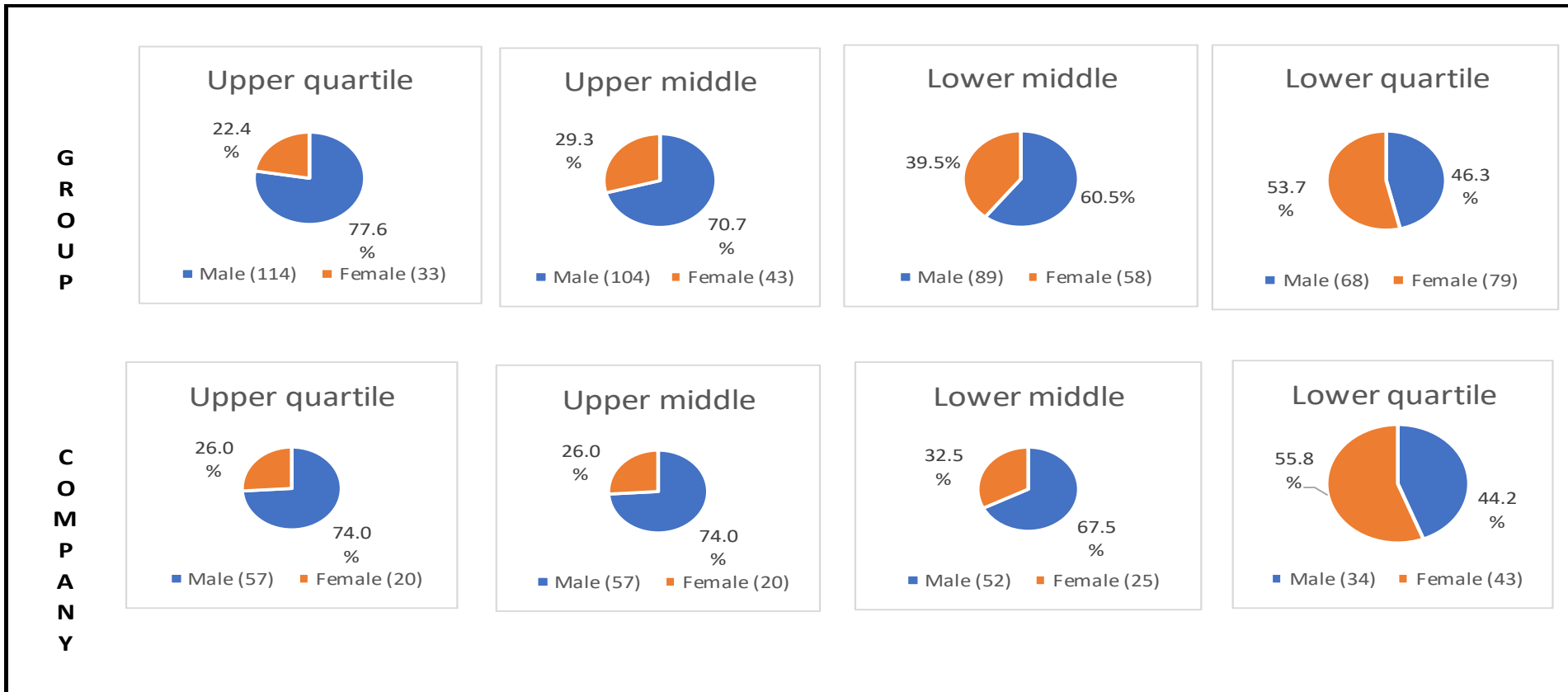
	Group	Company
Mean gender pay gap	11.6%	13.4%
Median gender pay gap	4.4%	5.3%
Mean bonus gender pay gap	70.4%	82.6%
Median bonus gender pay gap	73.2%	93.5%
Proportion of males and female receiving bonus payment:		
Male	3.9%	2.3%
Female	1.6%	2.4%

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.

Both the Group and Company mean and median bonus gender pay gaps have increased as a direct result of the fall in the number of females receiving a bonus and a fall in the value of those bonuses. This is due to the fact that the bonuses paid in 2023 were predominantly to the managed house manage team where we have seen a reduction in the number of female employees in positions that attract bonuses. Turnover of individuals at this level has been significantly high; 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 666 Group employees (343 Company), which is split 413 male and 253 female (Company, 218 male and 125 female).

