

Gender Pay Gap Reporting

April 2024

In April 2024 the Camerons “Group” employed a total of 621 employees on the snap shot date of reporting gender pay gap (5th April). 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 24.

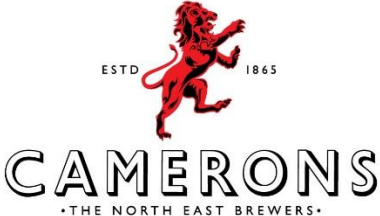
The data presented has been confirmed as accurate by John Foots (Finance Director).

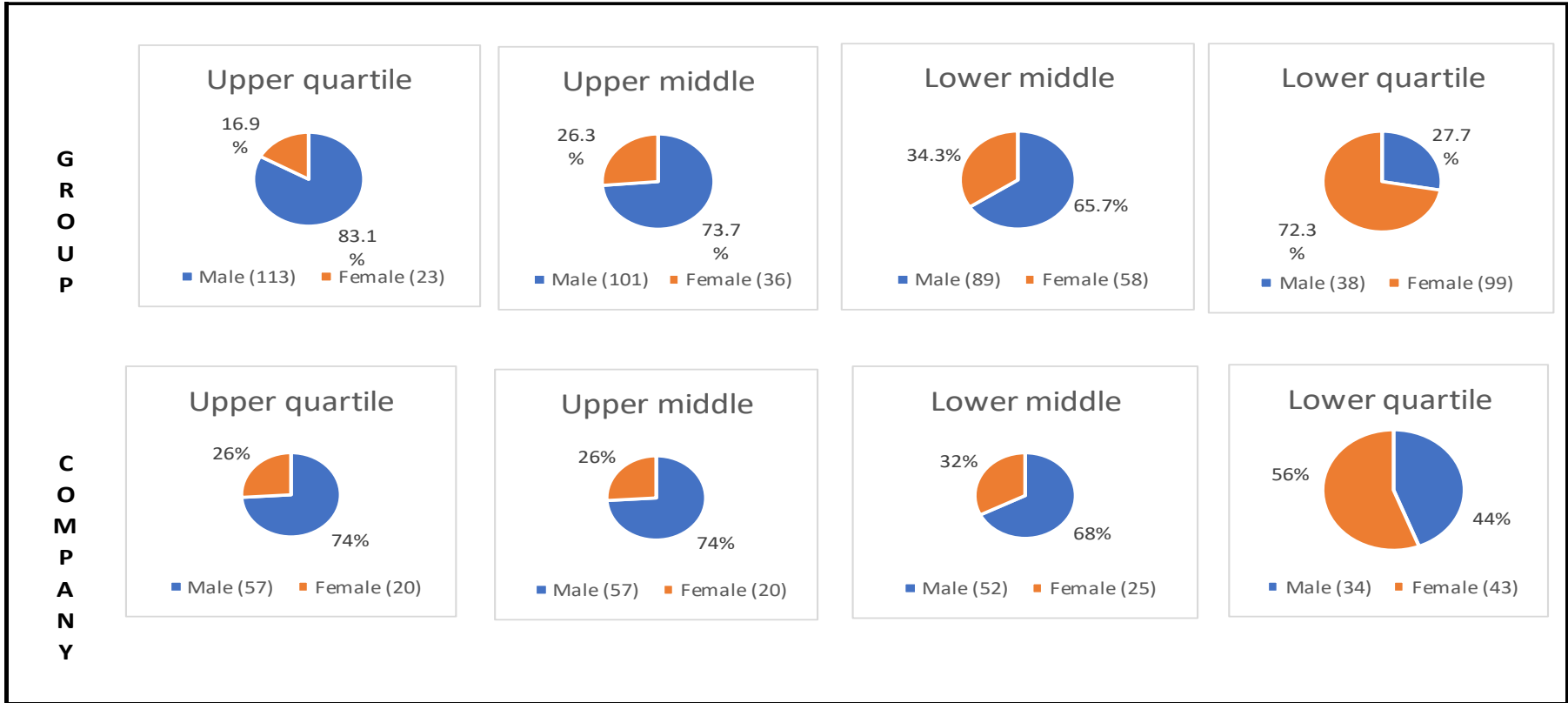


	Group	Company
Mean gender pay gap	12.0%	13.1%
Median gender pay gap	3.1%	5.5%
Mean bonus gender pay gap	76.6%	91.0%
Median bonus gender pay gap	72.7%	85.0%
Proportion of males and female receiving bonus payment:		
Male	4.2%	4.2%
Female	2.1%	1.7%

Compared to LY the mean gender pay gap increased slightly for the group (LY 11.6%) but reduced for the company (LY 13.4) concluding it is in the managed house mix of employees that we are seeing a greater portion of men in the higher paid roles. It is the opposite for the median pay gap where we have a reduction for the group (LY 4.4%) and an increase for the company (LY 5.3%). Our policy remains that where men and women perform the same role they are paid equally.

Both the Group and Company mean bonus gender pay gaps have increased despite an increase in the number of females receiving a bonus the value of those bonuses remained higher for men which was based on individual outlet performance. As for the median bonus gender pay gap this reduced for both the Group and Company. The proportion of males receiving a bonus increased in both the Group and the company whereas the proportion of females receiving a bonus increased in the Group but not in the company.





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 621 Group employees (327 Company), which is split 383 male and 238 female (Company, 212 male and 115 female).

