

Gender Pay Gap Reporting

April 2025

In April 2025 the Camerons “Group” employed a total of 543 employees on the snapshot 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 snapshot date of 5 April 25.

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



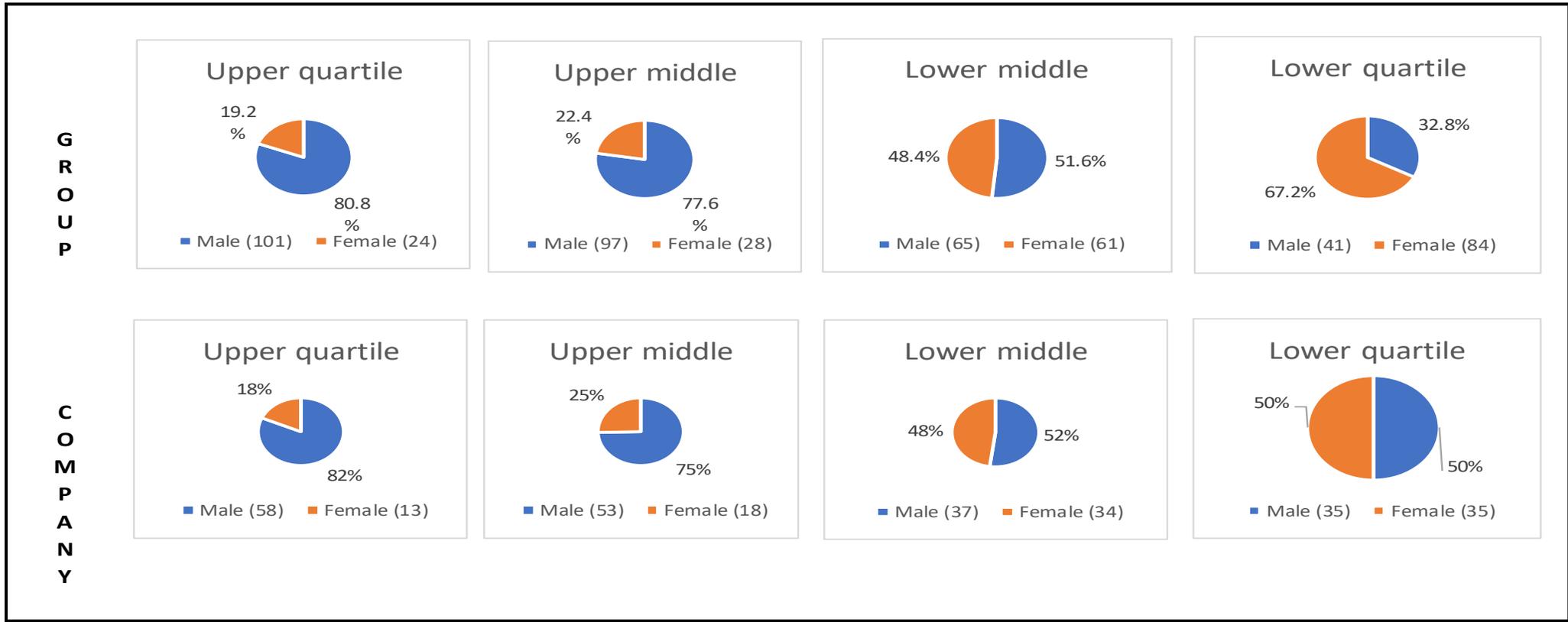
	Group	Company
Mean gender pay gap	12.0%	13.8%
Median gender pay gap	2.4%	3.1%
Mean bonus gender pay gap	69.3%	64.3%
Median bonus gender pay gap	48.8%	0.0%
Proportion of males and female receiving bonus payment:		
Male	6.5%	5.1%
Female	4.5%	2.7%

The gap between the average (mean) pay of a female and male employee of the group remained the same as it was in April 2024 at 12% but increased for the company from 13.1% to 13.8%. The mid range pay gap (median) between females and males reduced for both the group (April 24 3.1%) and the company (April 24 5.5%). 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 reduced from 76.6% and 91.1% respectively compared to April 24. As for the median bonus gender pay gap this reduced significantly for both the Group and Company from 72.7% and 85.0% respectively in April 24.

The proportion of both males and females receiving a bonus increased in both the Group and the company. In April 24 for the group 4.2% of males and 2.1% of females received a bonus and for the company 4.2% of males and 1.7% of females received a bonus.





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 543 Group employees (309 Company), which is split 321 male and 222 female (Company, 196 male and 113 female).

