

Gender Pay Gap Report

Under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the “Regulations”), Butcombe Brewery Limited (“Butcombe”) is required to calculate and publish information in relation to its gender pay gap on an annual basis. The Regulations require Butcombe to complete six calculations to show the difference between the average earnings of men and women working for the company.

The gender pay gap calculations have been completed on the snapshot date of 5th April 2018 and the results were as follows:

1. Mean gender pay gap – 18.2%
2. Median gender pay gap – 2.1%
3. Mean bonus pay gap – -20.7%
4. Median bonus pay gap – -42.6%
5. Proportion of males and females receiving a bonus – Males 5.9%, Female 3.4%
6. Quartile salary range banding

	Male	Female
Quartile 1	46.2%	53.8%
Quartile 2	38.7%	61.3%
Quartile 3	44.5%	55.5%
Quartile 4	70.6%	29.4%

Explanation

The gender pay gap shows the difference between the average earnings of men and women, on both a mean and median basis, expressed as a percentage of the men’s earnings.

The bonus pay gap shows the difference between the average bonuses received by men and women, on both a mean and median basis, expressed as a percentage of the men’s earnings.

The quartile salary range bandings shows the proportions of male and female employees in four quartile pay bands from lowest to highest. Where employees on the same hourly rate straddle a quartile division, the proportion of male to female employees on this salary is reflected as accurately as possible in each of the two quartiles.

How do Butcombe compare?

According to the Office for National Statistics’ (“ONS”) Gender pay gap in the UK: 2018, the median gender pay gap for the UK economy as a whole was 17.9%. Butcombe’s median gender pay gap compares favourably to this national average at 2.1%. The Gender pay gap in the UK: 2018 does not report on the mean gender pay gap.

Butcombe have operations which fall into two distinct categories; hospitality and drinks brewing and distribution. Analysis of the company’s gender pay gap shows that in the hospitality division, which has been a traditionally more gender neutral, the mean and median

gender pay gaps are 9.7% and 0.0% respectively. The drinks brewing and distribution industry has been traditionally more male dominated, however, this is shifting over time and the company have recently employed two female brewers to the team.

Butcombe runs a bonus scheme for which all pub managers, head chefs, management level office staff and line managers are eligible. The payment of a bonus is dependent on certain divisional or pub budgets being met. During the financial year ended in 2018 22 individuals were eligible for a bonus of which 14 were men and eight were women. The mean bonus paid to women was 20.7% higher than men and the median bonus was 42.6% higher. **What is Butcombe doing to reduce its gender pay gap?**

Butcombe are committed to ensuring that the current gender pay gap is reduced as far as possible. The Company is an equal opportunities employer and our Equal Employment Opportunity Statement is highlighted in our employee handbook and seeks to ensure that no job applicant, employee or worker is discriminated against either directly or indirectly on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

Butcombe continues to adopt this policy and will ensure all senior staff members receive the appropriate training to support compliance with this policy being.