

## Gender Pay Gap 2022

Under the Equality Act 2010, we are required to report on the pay gap between men and women. For the reporting period of 2021-2022, which is based on data as of 5<sup>th</sup> April 2022, we can specifically report the following:

Out of 1609 employed 58.4% were female & 41.6% were male.

|                       |  |
|-----------------------|--|
| Mean gender pay gap   | women earned 14.7% lower than men      |
| Median gender pay gap | women earned 5.0% lower than men       |
| Mean bonus gap        | women earned 88.9% less bonus than men |
| Median bonus gap      | women earned 68.0% less bonus than men |

The mean bonus gap for the reporting period is influenced by there being a greater proportion of males in senior roles with fixed bonus and long-term incentive schemes. However, on the whole women generally receive more bonus payments than men due to incentive schemes allocated to specific roles, which tend to be occupied by women.

The number of males and females in each pay quartile are as follows:

| Quartiles    | Male  | Female |
|--------------|-------|--------|
| Upper        | 58.7% | 41.3%  |
| Upper Middle | 43.9% | 56.1%  |
| Middle       | 27.9% | 72.1%  |
| Lower        | 36.1% | 63.9%  |

The data confirms that a significant reason for our gender pay gap is the higher proportion of men in more senior roles within the organisation and a majority female representation in customer facing and back of house roles in our properties.

At Daniel Thwaites we are fair and equitable with all of our colleagues and we will continue to strive to drive down the gender pay gap. We recruit based on the suitability of the candidates for the role and want to attract diverse colleagues in to the business, we believe there should be no barriers to entry. In 2022 we further confirmed our commitment to supporting a more diverse workforce by signing up to the British Beer and Pub Association's diversity and inclusion charter.

I confirm that the data contained in this report is accurate.

**Richard Bailey**  
EXECUTIVE CHAIRMAN