

Berry Bros. & Rudd

2021 Gender Pay Gap Report



BY APPOINTMENT TO
H.M. THE QUEEN
WINE & SPIRIT MERCHANTS
LONDON



BY APPOINTMENT TO
H.R.H. THE PRINCE OF WALES
WINE & SPIRIT MERCHANTS
LONDON

BERRY BROS & RUDD
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WINE & SPIRIT MERCHANTS

Foreword



I am delighted to present our 2021 Berry Bros. & Rudd Gender Pay Gap report, our fourth report and the second for me as Chief Executive.

As per the past three years, we have again provided figures based on our entire UK workforce, going beyond the requirements of the regulations, and included the results of previous years in this report to allow for greater transparency and comparison.

As the size of both of our companies is under 250 employees at the time of the snapshot date, we are not obligated to produce a Gender Pay Gap Report, however we believe publishing our figures is the right thing to do.

We place great importance on transparency, on supporting our entire workforce and ensuring our Company value of Integrity is a lived value.

The great news is that we continue to improve our position in ensuring that our gender pay practices are fair.

A handwritten signature in black ink that reads "Emma Fox".

Emma Fox
Chief Executive

What does this report contain?

This is the fourth year we have published our Gender Pay Gap statistics.

This report contains the six sets of figures which employers need to publish each year, namely the:

Gender Pay Gap

- The difference in the **median** and **mean** hourly pay between men and women based on their pay on 5th April 2021
- The proportion of women and men in each **pay quartile** based on their pay on 5th April 2021

Gender Bonus Gap

- The **median** and **mean** difference in total bonus received between men and women in the 12 months up to 5th April 2021, and
- The **proportion** of men and women who received a bonus in the 12 months up to 5th April 2021

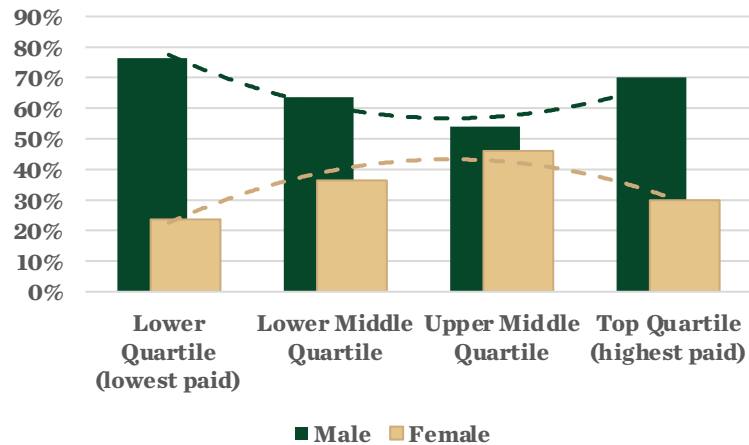
As we are under 250 employees on both of our legal entities, we have merged the two legal entities into one and then calculated to provide all the figures in the following report, to provide a complete and full picture. As we also had a few employees on furlough on the snapshot date we also added these into the report at their normal pay rate.

Finally, at the end of this document there is a Glossary of Terms to provide further explanation of the terminology used throughout this report.

How has our Gender Pay Gap changed?

- We are pleased to report that our headline figure for our **Median Gender Pay Gap** is **-9.6%**. This is good news.
- A negative in this instance is a positive as the report is looking for a gap between Male and Female pay rate. (The assumption is that males will be paid more than their female colleagues hence negative being a positive!)
- This means the 'middle' female was paid more than the 'middle' male within the Company.
- The result means that we continue to be very well positioned relative to the 2021 UK Median Gender Pay Gap which the Office for National Statistics has given as 7.9%.
- As shown with the table below, we have more Females in the higher paid quartiles of our workforce.

- It is worth noting that due to our relatively small workforce we continue to be susceptible to large changes in these numbers as a result of small changes in populations.



Median Gender Pay Gap

2021	2020	2019	2018
-9.6%	-2.7%	0.0%	2.9%

Between 2020 and 2021 the Median Gender pay gap continued to trend in the right direction.

Mean Gender Pay Gap

2021	2020	2019	2018
-5.5%	6.9%	10.6%	13.2%

Between 2020 and 2021 the Mean Pay Gap also significantly improved with the average Female's hourly rate being more than the average Male for the first time.

Employees by Pay Quartile (Female)

Pay Quartile	2021	2020	2019	2018
Top (highest)	29.9%	30.2%	30.1%	27.1%
Upper Middle	46.1%	51.7%	48.9%	46.4%
Lower Middle	36.4%	45.3%	47.8%	50.0%
Lower (lowest)	23.7%	31.0%	31.5%	36.5%

Employees by Pay Quartile provide the most detailed view of the changes over the last three years which have resulted in the -9.6% Median Gender Pay Gap.

How has our Gender Bonus Gap changed?

Median Gender Bonus Gap

2021	2020	2019	2018
15.0%	21.0%	18.9%	34.4%

We are happy to report that the Gender Bonus Gap has decreased from 21% to 15% in 2021

Mean Gender Bonus Gap

2021	2020	2019	2018
-3.5%	40.2%	33.6%	48.3%

The Mean Gender Bonus Gap has also changed dramatically in the right direction. This is the first year the average Bonus pay was more for Females

Proportion receiving a bonus

Employees	2021	2020	2019	2018
Female	86.1%	81.6%	69.7%	76.1%
Male	88.8%	82.1%	76.9%	69.1%

The percentage of male and female colleagues receiving a bonus has shown an increase between 2020 - 2021.

Mean and Median Gender Bonus Gap

- The cause of the Gender Bonus Gap is the difference in the representation of female employees in senior roles and sales roles and the higher percentage of female employees in part-time roles within the UK business. This has a detrimental impact on the reported figures as bonus awards cannot be grossed-up to their full-time equivalent value under the reporting regulations.
- The reason the Median and Mean Bonus Gaps decreased between 2020 and 2021 is that while the overall bonus spend across the business between April 2020 - March 2021 significantly decreased as a result of business performance related to the COVID -19 pandemic, during this period the makeup of the senior leadership team also changed with prominent female additions.

Proportion receiving a bonus

- The proportion of male and female colleagues receiving a bonus has increased since last year. This is the one measure which can be most directly linked to the impact of the Covid-19 pandemic.
- In the last two years, all employees who were employed during the performance year, and who were eligible at the time of payment, received a bonus. Between payment date in the summer and the snapshot date of 5th April in the following year, any new joiners will not have received a bonus due to starting after payment date. As a result, these new joiners reduce the percentage of those awarded a bonus in the last 12 months.
- To note there was a mistake on the previous year's report with the male and female data incorrectly being switched in 2020 and 2018. The table now shows the correct data from the previous years.

Statutory disclosure

The tables below show our Gender Pay Gap figures for BB&R Limited as well as the combined Berry Bros. & Rudd UK population:

- The Berry Bros. & Rudd UK workforce consists of all UK employees, in both of our legal entities, and includes those employees who were furloughed in April 2021 using their contractual rate of pay.
- The BB&R Ltd figures exclude colleagues working in Berry Brothers & Rudd legal entity, which is below the reportable headcount threshold, and additionally excludes all colleagues furloughed at the time of the snapshot date – 19 employees.
- We have presented the Total results in the main body of this report as we believe it provides the greatest level of transparency, that it will allow meaningful comparison between this year's results and those in future and past years, and to ensure we provide the most complete and comprehensive view of our UK workforce from a Gender Pay perspective.
- Next Year as a result of our legal entity transfer there will only be one set of data for the full UK workforce.

Gender Pay Gap Figures

	Berry Bros. & Rudd	BB&R Limited
Median gender pay gap (%)	-9.57%	2.06%
Mean gender pay gap (%)	-5.47%	14.31%
Median gender bonus gap (%)	15.00%	25.57%
Mean gender bonus gap (%)	-3.53%	48.19%
Proportion of males receiving a bonus (%)	88.78%	91.67%
Proportion of females receiving a bonus (%)	85.19%	92.19%

		Berry Bros. & Rudd	BB&R Limited	
Proportion of males and females by pay quartiles (%)	Top Quartile	Male	70.13%	72.22%
		Female	29.87%	27.78%
	Upper Middle Quartile	Male	53.95%	73.58%
		Female	46.05%	26.42%
	Lower Middle Quartile	Male	63.64%	62.26%
		Female	36.36%	37.74%
	Lower Quartile	Male	76.32%	81.13%
		Female	23.68%	18.87%

Directors Declaration

I confirm the Gender Pay Gap information in this report is accurate as of the 5th April 2021 snapshot date



Emma Fox
Chief Executive

Glossary of Terms

Median Gender Pay Gap

The median gender pay gap is the difference between the 'middle' male and 'middle' female employee's hourly rate of pay after ordering all employees by rate of pay from lowest to highest. This value is then divided by the 'middle' male employee's rate of pay to generate a percentage.

Mean Gender Pay Gap

The mean gender pay gap is the difference in the average hourly rate of pay between male and female employees. This difference is then divided by the hourly rate of pay of the average male employee to generate a percentage.

Employees by Pay Quartiles

This shows the proportion of male and female employees in four quartiles after ranking individuals by their hourly pay from highest to lowest.

Gender Pay Gap versus Equal Pay

The Gender Pay Gap is not the same as 'Equal Pay', which relates to how women and men are paid when they are doing the same job or work of equal value. A company can have a Gender Pay Gap without having a difference in equal pay.

Median Gender Bonus Gap

The median gender bonus gap is the difference between the 'middle' male employee's total bonus and the 'middle' female employees' total bonus after ordering all employees from lowest to highest based on their total bonus value. This difference is then divided by the 'middle' male employee's bonus value to generate a percentage.

Mean Gender Bonus Gap

The mean gender bonus gap is the difference in the average bonus award made to male employees compared to female employees, in the 12 months to the 5th April 2021. This is then divided by the male employee average bonus to generate a percentage.

Proportion receiving a bonus

This is the proportion of male and female employees who received a bonus in the 12 months to the 5th April 2021.

BB&R UK vs. BB&R Limited

Berry Bros. & Rudd has two separate employing entities in the UK; **BB&R Limited** and **Berry Bros. & Rudd Limited**. Under the regulations we are only required to report on BB&R Limited, however, we have provided the gender pay statistics for the entire UK Berry Bros. & Rudd employee population to give the most complete view of our organisation.