

Berry Bros. & Rudd

2022 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
3, ST. JAMES'S STREET, LONDON

WINE & SPIRIT MERCHANTS

Foreword

I am delighted to present our 2022 Berry Bros. & Rudd Gender Pay Gap report, our fifth report and the third for me as Chief Executive.

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

You may have noticed that in our previous Gender Pay Gap reports, we provided data for two companies - Berry Brothers & Rudd and BB&R. This was because at the time both companies employed our UK workforce. In April 2022 we transferred all employees who were employed by Berry Brothers & Rudd onto our BB&R Legal entity to help internal efficiencies. A consequence of this change is that BB&R now employs above the 250-employee threshold, but as we previously reported on our two separate legal entities as a combined workforce, we still can compare our current results to our previous year's results.

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.

Emma Fox
Chief Executive



What does this report contain?

This is the fifth 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 2022
- The proportion of women and men in each **pay quartile** based on their pay on 5th April 2022

Gender Bonus Gap

- The **median** and **mean** difference in total bonus received between men and women in the 12 months up to 5th April 2022, and
- The **proportion** of men and women who received a bonus in the 12 months up to 5th April 2022

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 **-5.55%**. This is once again 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 2022 UK Median Gender Pay Gap which the Office for National Statistics has given as 8.3%, so we have a gap of 13.85% to the UK median
- As shown with the table below, we have more Females in the higher paid quartiles of our workforce, in partic



- 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

2022	2021	2020	2019	2018	
-5.55%	-9.60%	-2.70%	0.00%	2.90%	Between 2021 and 2022 the Median Gender pay gap reduced .

Mean Gender Pay Gap

2022	2021	2020	2019	2018	
-2.09%	-5.50%	6.90%	10.60%	13.20%	Between 2021 and 2022 the Mean Pay Gap also reduced.

Employees by Pay Quartile (Female)

Pay Quartile	2022	2021	2020	2019	2018
Top (highest)	29.27%	29.90%	30.20%	30.10%	27.10%
Upper Middle	48.78%	46.10%	51.70%	48.90%	46.40%
Lower Middle	40.96%	36.40%	45.30%	47.80%	50.00%
Lower (lowest)	26.51%	23.70%	31.00%	31.50%	36.50%

Employees by Pay Quartile provide the most detailed view of the changes over the last five years which have resulted in the -5.55% Median Gender Pay Gap.

How has our Gender Bonus Gap changed?

Median Gender Bonus Gap

2022	2021	2020	2019	2018
-13.16%	15.00%	21.00%	18.90%	34.40%

We are happy to report that the Gender Bonus Gap has decreased from 15% to -13.16%. The first year the Median Female's Bonus Gap was more than the median Male

Mean Gender Bonus Gap

2022	2021	2020	2019	2018
-12.63%	-3.50%	40.20%	33.60%	48.30%

The Mean Gender Bonus Gap has also changed dramatically in the right direction.

Proportion receiving a bonus

Employees	2022	2021	2020	2019	2018
Female	66.66%	86.10%	81.60%	69.70%	76.10%
Male	72.86%	88.80%	82.10%	76.90%	69.10%

The percentage of male and female colleagues receiving a bonus has seen a decrease from 2021.

Median and Mean Gender Bonus Gap

- This is the first year in which the Median and Mean Gender Bonus Gap is a negative.
- The reason the Median and Mean Bonus Gaps decreased once again between 2021 and 2022 is that during this period the makeup of the senior leadership team changed with prominent female additions.
- This was a trend from the previous year however the company was in a stronger financial state, post the main impacts of Covid to pay out better bonuses company wide.

Proportion receiving a bonus

- The proportion of male and female colleagues receiving a bonus decreased since last year as more colleagues left in this period compared to the year before which can be linked to the impact of the Covid-19 pandemic.
- The previous two year's proportion receiving a bonus were high due to the knock on impact of Covid-19. To be eligible for a bonus you must have been employed during the performance year. Due to the uncertainty of that period we saw a sharp reduction in employees voluntarily resigning.
- Therefore a number of employees who received a Bonus in June 21 had changed roles by the snapshot date of April 22. The other knock on effect is a number of new employees on the April 22 Payroll would not have received a Bonus yet due to length of service and timing of the annual Company Bonus.
- The current year data related to April 21 to April 22, where this uncertainty had reduced and we saw turnover of staff back to the pre Covid rates hence the proportion receiving bonus figures being more in line with 2019 and 2018.

Statutory disclosure

- These are the statutory figures that have been disclosed to the Government.
- This report is also available to the public via our company website bbr.com

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Median gender pay gap (%)	-5.55%
Mean gender pay gap (%)	-2.09%
Median gender bonus gap (%)	-13.16%
Mean gender bonus gap (%)	-12.63%
Proportion of males receiving a bonus (%)	72.86%
Proportion of females receiving a bonus (%)	66.66%

BB&R Limited

Proportion of males and females by pay quartiles (%)	Top Quartile	Male	70.73%
		Female	29.27%
	Upper Middle Quartile	Male	51.22%
		Female	48.78%
	Lower Middle Quartile	Male	59.04%
		Female	40.96%
Lower Quartile	Male	73.49%	
	Female	26.51%	

Directors Declaration

I confirm the Gender Pay Gap information in this report is accurate as of the 5th April 2022 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 2022. 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 2022
