

Berry Bros. & Rudd

2023 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 2023 Berry Bros. & Rudd Gender Pay Gap report, our sixth report and the fourth for me as Chief Executive.

As per the past six 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.

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

The very pleasing 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 sixth year we have published our Gender Pay Gap statistics.

This report contains the full set 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 2023
- The proportion of women and men in each **pay quartile** based on their pay on 5th April 2023

Gender Bonus Gap

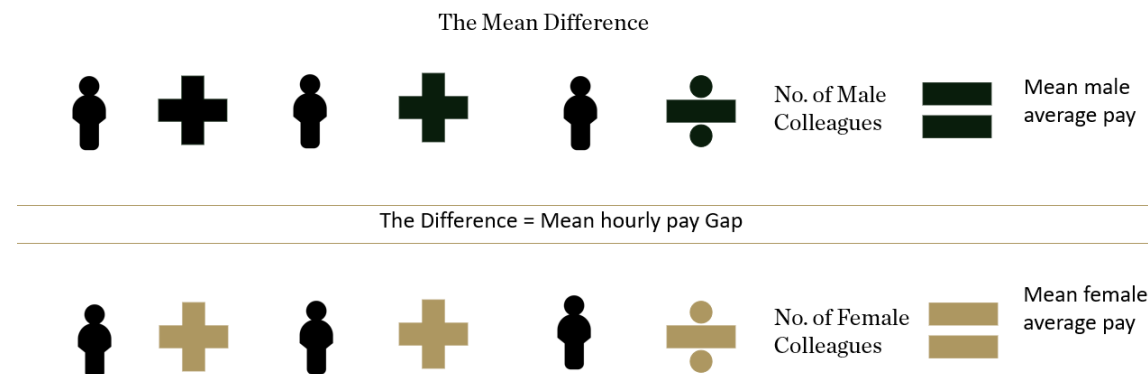
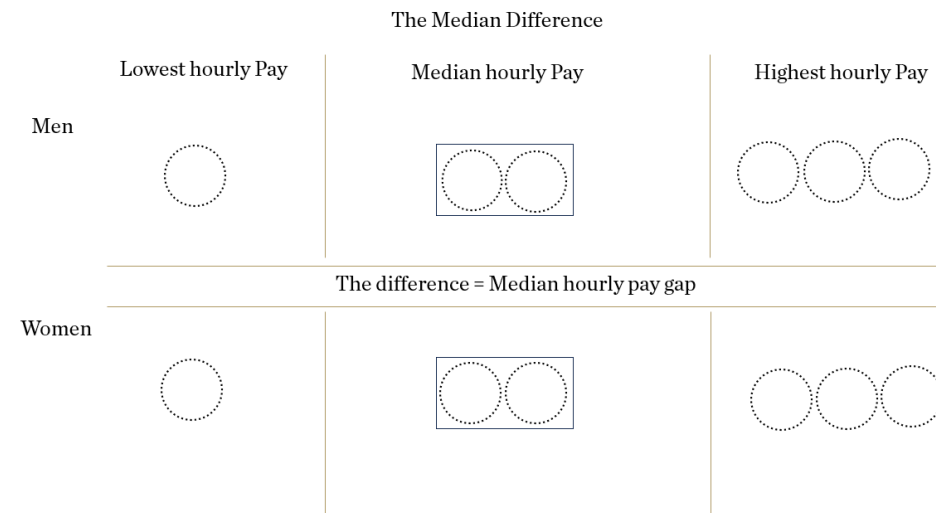
- The **median** and **mean** difference in total bonus received between men and women in the 12 months up to 5th April 2023, and
- The **proportion** of men and women who received a bonus in the 12 months up to 5th April 2023

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

To note the Gender Pay Gap does not measure equal pay, which relates to paying women and men the same for doing comparable work.

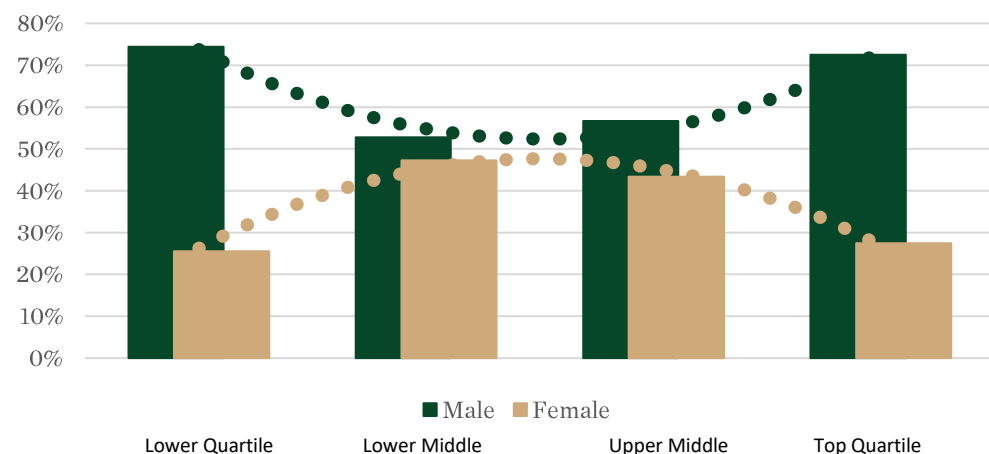
Understanding the numbers

- Companies employing more than 250 people in the UK are required to report the average pay of their female and male colleagues, and to compare those figures to produce an analysis of UK gender pay.
- Pay data takes into account our UK-based colleagues who received their usual full pay in the April 2023 payroll (effective date 5th April).
- Bonus data considers any UK-based colleague who was awarded and paid a bonus in the 12 months to April 2023. We use the total bonus paid over that period.
- Pay and Bonus is divided into four equal quartiles, where the upper quartile represents higher paid roles and lower quartile represents lower paid roles.
- Pay and bonus gaps are the differences between the average pay/bonus for women and men. A positive percentage means that overall male average pay is higher, and vice versa.



How has our Gender Pay Gap changed?

- We are pleased to report that our headline figure for our **Median Gender Pay Gap is 0.55%**. This is once again good news.
- A Median less than 1% is a positive score as this means there is a negligible difference between Male and Female colleagues in terms of pay.
- This score means the ‘middle’ male was paid slightly more than the ‘middle’ female within the Company; this is the first time this has been the case in 3 years where previously the ‘middle’ female was paid more than the ‘middle’ male.
- This change has been caused by the number of Men joining the Top quartile increasing in comparison to Women joining the Top quartile during the year to April 2023.
- The result means that we continue to be very well positioned relative to the 2023 UK Median Gender Pay Gap which the Office for National Statistics has given as 14.3% (BB&R has a favourable gap of 13.75% to the UK median).



Median Gender Pay Gap

2023	2022	2021	2020	2019	2018
0.55%	-5.55%	-9.60%	-2.70%	0.00%	2.90%

Mean Gender Pay Gap

2023	2022	2021	2020	2019	2018
-1.82%	-2.09%	-5.50%	6.90%	10.60%	13.20%

Between 2022 and 2023 the Mean Pay Gap also reduced.

Employees by Pay Quartile (Female)

Pay Quartile	2023	2022	2021	2020	2019	2018
Top (highest)	27.47%	29.27%	29.90%	30.20%	30.10%	27.10%
Upper Middle	43.33%	48.78%	46.10%	51.70%	48.90%	46.40%
Lower Middle	47.25%	40.96%	36.40%	45.30%	47.80%	50.00%
Lower (lowest)	25.56%	26.51%	23.70%	31.00%	31.50%	36.50%

The chart above provides the most detailed view of the changes over the last six years.

How has our Gender Bonus Gap changed?

Median Gender Bonus Gap

2023	2022	2021	2020	2019	2018
22.95%	-13.16%	15.00%	21.00%	18.90%	34.40%

The Median Gender Bonus Gap increased from last year.

Mean Gender Bonus Gap

2023	2022	2021	2020	2019	2018
-1.82%	-12.63%	-3.50%	40.20%	33.60%	48.30%

The Mean Gender Bonus Gap however decreased from the previous year

Proportion receiving a bonus

Employees	2023	2022	2021	2020	2019	2018
Female	63.08%	66.66%	86.10%	81.60%	69.70%	76.10%
Male	74.14%	72.86%	88.80%	82.10%	76.90%	69.10%

Median and Mean Gender Bonus Gap

- The Median Gender Bonus Gap has changed quite dramatically. The 2023 figure is more in line with the previous years with 2022 being an exception.
- The 2022 Bonus pot was significantly reduced in comparison to other years as a knock-on effect of Covid-19. This meant that Bonus payments across the board were reduced. Highest bonus payments made to women in 2022.
- The reason the Median Gender Bonus Gap historically has been a positive number is due to the Company Bonus amounts being based on salaries earned and with females being a higher percentage of our part time and flexible working colleagues, this impacts bonus calculations.
- The Mean Bonus amounts show that the average Male and average Female bonus gap is the smallest it's ever been.

Proportion receiving a bonus

- The proportion of female colleagues receiving a bonus decreased slightly since last year and with a slight increase for Males.

Balance throughout our business

Attracting all talent

- Using LinkedIn to attract a broader range of candidates
- Referral Scheme allows existing employees to nominate a candidate they believe lives the same values and would fit well in the company
- Working with local colleges to introduce early in career talent to our business
- Programmes in place to manage and develop high potential talent – both male and female e.g. WSET qualifications (43% of participants are women)

Balanced working

- Colleagues can mix time in the office with time working from home. Particularly important for those with care giving and parental responsibilities
- 7% of our workforce have a flexible working arrangement

Guidance and Principles

- Wide range of family-friendly policies exist to support flexible working and support employees with diverse needs e.g. term time contracts, compressed hours, modified contracts
- Key policies include: carers, parental leave, menopause, mental health & wellbeing, diversity and family time

Engagement and Awareness

- Throughout the year, we celebrate important DE&I-related dates through internal events, thought leadership and conversations
- Annual Engagement Survey – responses analysed by gender, ethnicity, length of service and age
- Core questions relating to treating employees with respect

Statutory disclosure

- These are the statutory figures that will be disclosed to the Government in early April 2024
- This report will also be available to the public via our company website bbr.com

BB&R Limited

Median gender pay gap (%)	0.55%
Mean gender pay gap (%)	-1.82%
Median gender bonus gap (%)	22.95%
Mean gender bonus gap (%)	-14.08%
Proportion of males receiving a bonus (%)	74.14%
Proportion of females receiving a bonus (%)	63.08%

Directors Declaration

I confirm the Gender Pay Gap information in this report is accurate as of the 5th April 2023 snapshot date



Emma Fox
Chief Executive

BB&R Limited

Proportion of males and females by pay quartiles (%)	Top Quartile	Male	72.53%
		Female	27.47%
	Upper Middle Quartile	Male	56.67%
		Female	43.33%
	Lower Middle Quartile	Male	52.75%
		Female	47.25%
Lower Quartile	Male	74.44%	
	Female	25.56%	

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 2023. 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 2023.
