

Berry Bros. & Rudd

2024 Gender Pay Gap Report



BY APPOINTMENT TO
HER MAJESTY THE QUEEN
WINE & SPIRIT MERCHANTS
LONDON



BY APPOINTMENT TO
HIS MAJESTY 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 2024 Berry Bros. & Rudd Gender Pay Gap report, our seventh report and the fifth for me as Chief Executive.

As per the past seven 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. This year we launched our diversity, equity and inclusion programme called Belong at BB&R, we have spent time listening to what makes our people feel included and accepted within the organisation, there is always improvements to be made but we have made an encouraging start.

We are happy to share that our Gender Pay Gap Report continues 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 seventh 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 2024
- The proportion of women and men in each **pay quartile** based on their pay on 5th April 2024

Gender Bonus Gap

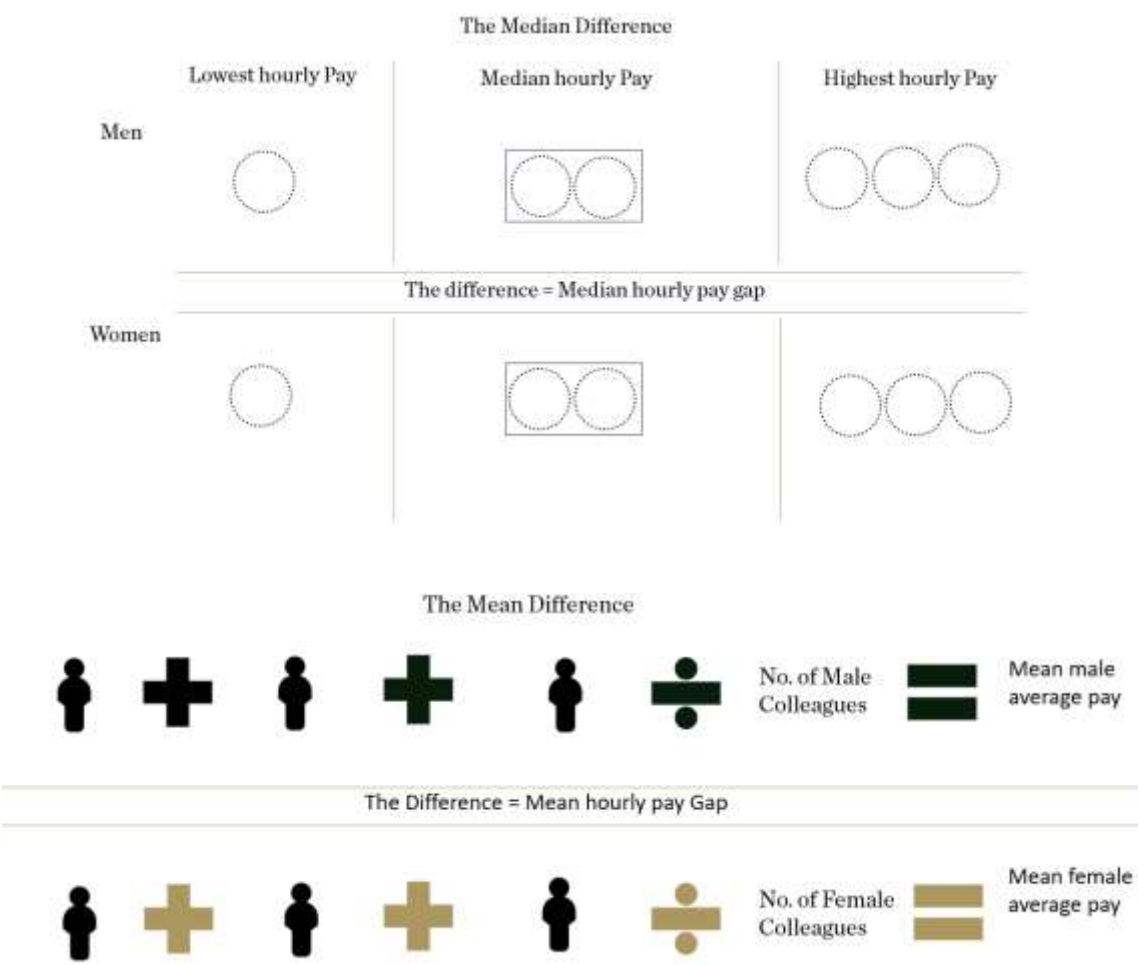
- The **median** and **mean** difference in total bonus received between men and women in the 12 months up to 5th April 2024, and
- The **proportion** of men and women who received a bonus in the 12 months up to 5th April 2024

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

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 considers our UK-based colleagues who received their usual full pay in the April 2024 payroll (effective 5th April).
- Bonus data considers any UK-based colleague awarded and paid a bonus from 12 months to April 2024. 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?

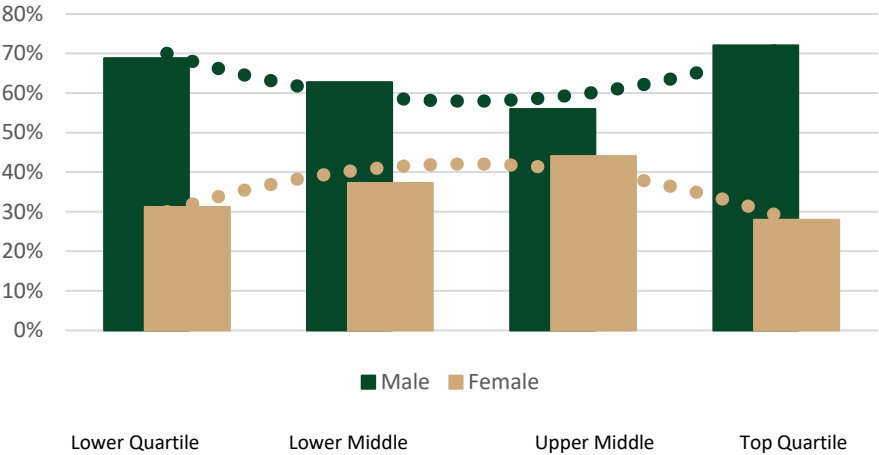
- We are pleased to report that our headline figure for our **Median Gender Pay Gap** is **-3.18%**. This is once again good news.
- A negative Median score shows no Gender Pay gap determinantal to Women, which is rare in the UK. A -3.18% figure also shows that the difference between Male & Female pay is negligible
- This score means the ‘middle’ male was paid slightly less than the ‘middle’ female within the Company; this has been the case in four of the last five years’ reports.
- This change has been caused by the number of Men joining the Lower Middle Quartile. In the other Quartiles, the numbers are very similar to the previous year’s results.
- The result means that we continue to be very well positioned relative to the 2024 UK Median Gender Pay Gap, which the Office for National Statistics has given as 7%

Median Gender Pay Gap						
2024	2023	2022	2021	2020	2019	2018
-3.18%	0.55%	-5.55%	-9.60%	-2.70%	0.00%	2.90%

Mean Gender Pay Gap						
2024	2023	2022	2021	2020	2019	2018
-4.13%	-1.82%	-2.09%	-5.50%	6.90%	10.60%	13.20%

Employees by Pay Quartile (Female)

Pay Quartile	2024	2023	2022	2021	2020	2019	2018
Top (highest)	27.96%	27.47%	29.27%	29.90%	30.20%	30.10%	27.10%
Upper Middle	44.09%	43.33%	48.78%	46.10%	51.70%	48.90%	46.40%
Lower Middle	37.23%	47.25%	40.96%	36.40%	45.30%	47.80%	50.00%
Lower (lowest)	31.18%	25.56%	26.51%	23.70%	31.00%	31.50%	36.50%



How has our Gender Bonus Gap changed?

Median Gender Bonus Gap

2024	2023	2022	2021	2020	2019	2018
31.63%	22.95%	-13.16%	15.00%	21.00%	18.90%	34.40%

Mean Gender Bonus Gap

2024	2023	2022	2021	2020	2019	2018
-13.58%	-1.82%	-12.63%	-3.50%	40.20%	33.60%	48.30%

Proportion receiving a bonus

Employees	2024	2023	2022	2021	2020	2019	2018
Female	80.88%	63.08%	66.66%	86.10%	81.60%	69.70%	76.10%
Male	83.47%	74.14%	72.86%	88.80%	82.10%	76.90%	69.10%

Median and Mean Gender Bonus Gap

- The Median Gender Bonus Gap has increased once again. The 2024 figure is more in line with the previous years, with 2022 being an exception.
- The 2024 Mean Gender Bonus Gap highlights our female-led senior management team.
- The Median Gender Bonus Gap has historically been positive because Company Bonus amounts are based on salaries earned. Females make up a higher percentage of our part-time and flexible working colleagues, which impacts bonus calculations.
- The company has also welcomed flexible working arrangements, which our Female colleagues have predominantly requested. As of April 24, over three times more women worked flexible arrangements than Male colleagues. Where this arrangement reduces employees' hours, this will inevitably impact an employee's Bonus Calculation.
- 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 Male & Female Colleagues has increased significantly since last year. This is evidence of good retention

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 including shared parental leave, which is well utilised amongst male colleagues
- Key policies include: carers, parental leave, menopause, mental health & wellbeing, diversity and family time

Engagement and Awareness

- Launched Belong at BB&R – focusing on inclusion with in the business, ran listening groups and group activities
- Launched inclusion question within Engagement survey for the first time
- Exit interviews have shown a slight increase in constructive feedback regarding diversity within the organisation

Statutory disclosure

- These are the statutory figures that will be disclosed to the Government in early April 2025
- This report will also be available to the public via our company website bbr.com

BB&R Limited	
Median gender pay gap (%)	-3.18%
Mean gender pay gap (%)	-4.13%
Median gender bonus gap (%)	31.63%
Mean gender bonus gap (%)	-13.58%
Proportion of males receiving a bonus (%)	83.47%
Proportion of females receiving a bonus (%)	80.88%

Directors Declaration

I confirm the Gender Pay Gap information in this report is accurate as of the 5th April 2024 snapshot date



Emma Fox
Chief Executive

BB&R Limited			
Proportion of males and females by pay quartiles (%)	Top Quartile	Male	72.04%
		Female	27.96%
	Upper Middle Quartile	Male	55.91%
		Female	44.09%
	Lower Middle Quartile	Male	62.77%
		Female	37.23%
	Lower Quartile	Male	68.82%
		Female	31.18%

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 2024. 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 2024.