



GENDER PAY GAP REPORT

Gender Pay Gap – The results reported March 2021

Aston Manor Ltd is the second largest manufacturer of cider in the UK. We have production and packaging facilities in Birmingham and Tiverton (Devon) with a fruit processing and pressing facility situated in Stourport-on-Severn in Worcestershire. The heart of our Logistical operations and Head Office are based in Witton in Birmingham. Our results presented below are based on data as of the 5th April 2020 (the snapshot date). The gender pay gap is a measure of the difference between men's and women's average earnings across our business; it is not a measure of equal pay.

Our headcount split at the snapshot date was 81.5% male and 18.5% female. This is reflective of the industry and sector in which we operate.

This table illustrates the median (middle) and mean (average) gender pay and bonus gap based on hourly rates of pay (male compared to female).

Pay	Median	Mean
Hourly pay	-11.09%	-3.81%
Bonus Pay	30.72%	-20.47%

Within our manufacturing, pressing and warehouse operations, pay rates for our operators are exactly the same irrespective of gender. We recognise that these roles are predominantly occupied by males which is typical of the industry in which we operate. There is also a recognition that we have a significantly higher proportion of males in leadership posts, however, there has been a positive step forward in comparison to last year as the Executive leadership team now comprises of two females holding key strategic positions in the business. This is positively reflected overall in the table above. We have a three-tiered bonus structure for all eligible employees and within each bonus structure there is parity in the maximum percentage bonus awarded to both males and females.

Positive progress has been made in addressing the gender pay gap at Aston Manor. The mean pay gap has reduced year on year since 2017 to date. The mean pay gap reported has reduced further from 0.18% in 2019 to -3.81% in 2020.

This year a further significant positive step change has been made in the reduction of the mean bonus pay gap from 51.28% in 2019 to -20.47% in 2020. This is a consistent and consecutive reduction year on year from 2017 to date.

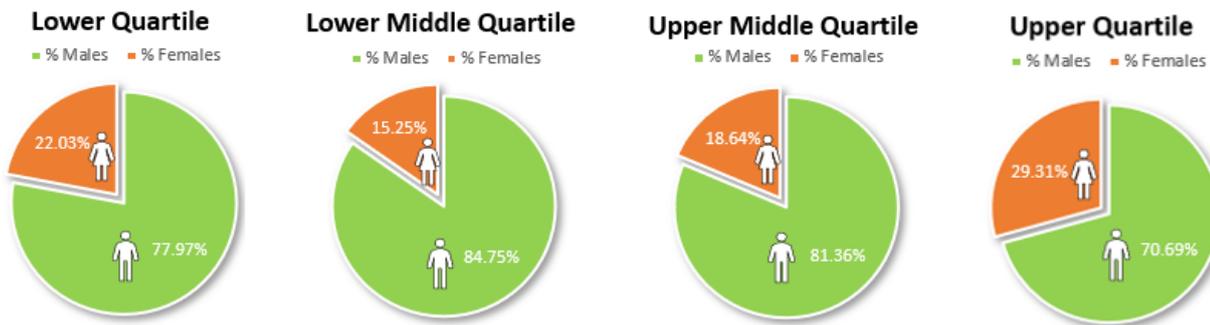
Our median hourly and bonus pay gaps, however, have increased slightly in comparison to last year. The median pay gap has increased from -15.95% in 2019 to -11.09% in 2020. The median bonus pay gap has increased from 21.66% in 2019 to 30.72% in 2020. This is due to the investment in a new production line coupled with increased shifts which, in turn, attracted more male rather than female employees when recruiting. Again, this is typical of the industry in which we operate.

The proportion of men and women receiving a bonus payment

The charts below indicate that more females attracted and were paid bonuses in comparison to males at the snapshot date these results are reported. The percentage of females in receipt of a bonus payment increased by 7.5% from 17.9% in 2019 to 25.4% in 2020.



The proportion of men and women in each quartile band



The charts above illustrate the proportion of males and females in each quartile band. This again is indicative of our majority male workforce, particularly in the lower and lower middle quartiles as these in the main, are reflective of our core production roles which are occupied predominantly by males. The upper and upper middle quartiles in comparison, comprise of an increased percentage of females which again is reflective of the nature of the roles carried out in administrative and management positions. There has been a welcomed increase in females in the lower quartile of the business by 6.7% compared to last year as we have increased the number of females working in our manufacturing operations. There has also been an increase in females in the upper quartile in comparison to last year by 3.2% mainly due to the female Executive Leadership team members being in role.

What steps have we taken so far...

We continue to objectively assess the value of each role in the business by using benchmarking activities when promoting, recruiting and at annual pay review time.

Our recruitment process and policy have been formalised and includes training on best practice for all hiring managers which embraces equality and diversity.

We have enhanced our formalised flexible working options to include and embrace the 'hybrid working' model to further enable work life balance and retain employees in the business.



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What do we plan on doing next...

We actively continue to look at opportunities to address the gender gap throughout the business. As a company we want to employ the best people for the jobs we offer, whilst paying competitively to attract the best talent.

I confirm the information published is accurate.

Gordon Johncox
Chief Executive Officer