



## GENDER PAY GAP REPORT

### Gender Pay Gap – The results reported March 2022

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 5<sup>th</sup> April 2021 (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 80.7% male and 19.3% 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	-11.7%	-11%
Bonus Pay	15%	9%

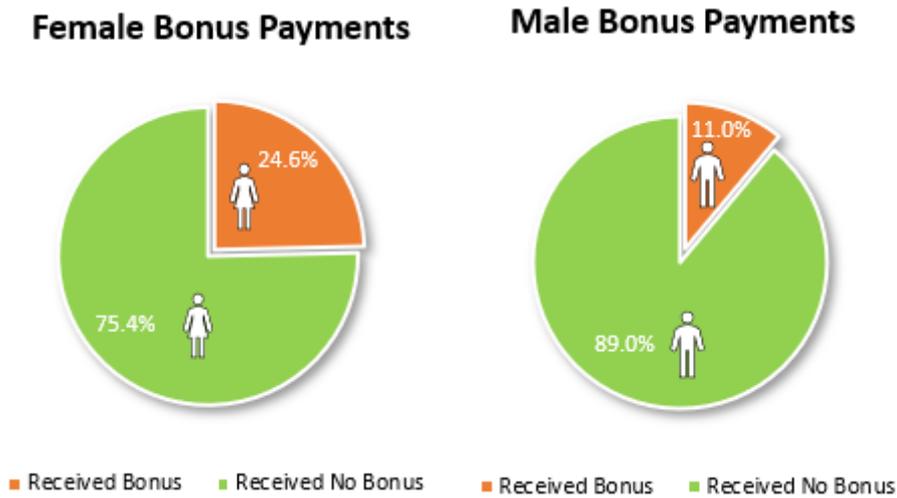
Within our manufacturing, pressing and warehouse operations, pay rates for our operators are exactly the same irrespective of gender. We recognise that these roles are predominantly occupied by males which is typical of the industry in which we operate. There is a recognition that we have a significantly higher proportion of males in senior leadership posts, we do have a greater proportion of females in leadership positions within the business overall. This is positively reflected overall in the table above particularly with both the median and mean hourly pay rates. 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 median pay gap has reduced since 2018 from -7% to -11.7% in 2021. The mean pay gap reported has reduced from 1.4% in 2018 to -11% in 2021. These pay gaps are all in favour of females and show a reduction in the pay gap.

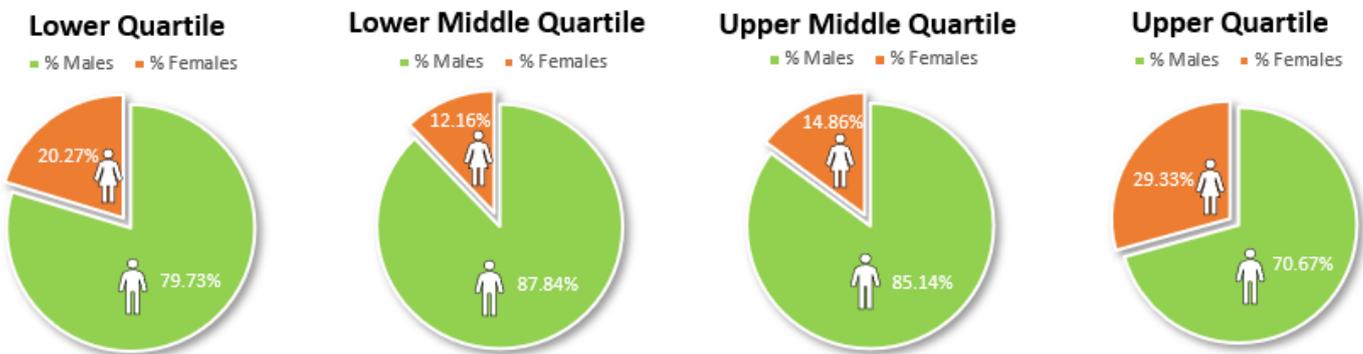
A further significant positive step change has been made in the reduction of the mean and median bonus pay gaps. The median bonus pay gap has seen a reduction from 23% in 2017 to 15% in 2021. The mean bonus pay gap has also reduced from 77% in 2017 to 9% in 2021.

## The proportion of men and women receiving a bonus payment

The percentage of females in receipt of a bonus payment decreased very slightly by 0.8% from 25.4% in 2020 to 24.6% in 2021, which is the same as the 0.8% reduction in males in receipt of a bonus payment in the same period from 11.8% to 11.0%. However, 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 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 upper quartile of the business compared to last year (29.31%) due to an increase in females being in Leadership and Managerial roles. Although the increase is slight, this demonstrates a build on our commitment to being diverse and inclusive at all levels of the organisation.

## 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 to ensure we retain skills and talent within the business.

Our recruitment process and policy ensure fairness and includes training on best practice for all hiring managers which embraces equality and diversity.



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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. A separate 'Home Working' policy has also been implemented for more operational employees where hybrid working would not prove practical in order to be as inclusive in our ways of working as possible.

### **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**